



S&P Global
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2022 S&P CORPORATE SUSTAINABILITY ASSESSMENT

REPORTING PERIOD: JAN 01, 2021 – DEC 31, 2021



Dubai Aerospace Enterprise

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Company Name: Dubai Aerospace Enterprise (DAE) Ltd.

Registration Data:

Main contact person: Deion McCarthy
(Person to be contacted in the case of questions)

Function/position: Director, Fixed Income Investor Relations & Sustainability

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Web:

2022 Group D (Fixed-income indices) - Survey Respondent

0 Company Information

0.1 Denominator - Revenues

Please provide the following information for your organization. This information will be used throughout the questionnaire to normalize other reported data, as well as for our research purposes. **Please provide information for all parts of this question.**

Supporting evidence:

Reporting Currency

Please select your company's reporting currency. For consistency purposes, this currency will be used throughout the questionnaire, and will be automatically selected for questions asking for monetary data. If you would like to change the default currency, you can do so by changing the currency selection below. Unless otherwise specified, all monetary values should be reported in their absolute values.

- EUR - Euro
- USD - US Dollar
- AED - UAE Dirham
- AUD - Australian Dollar
- BMD - Bermudian Dollar
- BRL - Brazilian Real
- CAD - Canadian Dollar
- CHF - Swiss Francs
- CLP - Chilean Peso
- CNY - Yuan Renminbi
- COP - Colombian Peso
- CZK - Czech Koruna
- DKK - Danish Krone
- EGP - Egyptian Pound
- GBP - Pound Sterling
- HKD - Hong Kong Dollar
- HUF - Forint
- IDR - Rupiah
- ILS - New Israeli Sheqel
- INR - Indian Rupee
- JPY - Yen
- KRW - Won
- LKR - Sri Lanka Rupee
- MXN - Mexican Peso
- MYR - Malaysian Ringgit
- NOK - Norwegian Krone
- NZD - New Zealand Dollar
- PEN - Sol

- PHP - Philippine Peso
- PLN - Zloty
- QAR - Qatari Rial
- RUB - Russian Ruble
- SEK - Swedish Krona
- SGD - Singapore Dollar
- THB - Baht
- TRY - Turkish Lira
- TWD - New Taiwan Dollar
- ZAR - Rand
- PKR - Pakistani Rupee
- ARS - Argentine Peso
- KES - Kenyan Shilling
- MAD - Moroccan Dirham
- NAD - Namibian Dollar
- SAR - Saudi Riyal
- KWD - Kuwaiti Dinar
- KYD - Cayman Islands Dollar
- VND - Vietnam Dong
- AFN - Afghan Afghani
- ALL - Albanian Lek
- AMD - Armenian Dram
- ANG - Netherlands Antillean Guilder
- AOA - Angolan Kwanza
- AWG - Aruban Florin
- AZN - Azerbaijani Manat
- BAM - Bosnian Convertible Marks
- BBD - Barbados Dollar
- BDT - Bangladeshi Taka
- BGN - Bulgarian Lev
- BHD - Bahraini Dinar
- BIF - Burundi Franc
- BND - Brunei Dollar
- BOB - Bolivian Boliviano
- BSD - Bahamian Dollar
- BTN - Bhutan Ngultrum
- BWP - Botswanan Pula
- BYN - Belarusian Ruble
- BZD - Belize Dollar

- CDF - Congolese Franc
- CRC - Costa Rican Colon
- CUP - Cuban Peso
- CVE - Cape Verde Escudo
- DJF - Djibouti Franc
- DOP - Dominican Peso
- DZD - Algerian Dinar
- ERN - Eritrean Nakfa
- ETB - Ethiopian Birr
- FJD - Fiji Dollar
- FKP - Falkland Islands Pound
- GEL - Georgian Lari
- GHS - Ghanaian Cedi
- GMD - Gambian Dalasi
- GNF - Guinea Franc
- GTQ - Guatemalan Quetzal
- GWP - Guinea-Bissau Peso
- HNL - Honduran Lempira
- HRK - Croatian Kuna
- HTG - Haitian Gourde
- IQD - Iraqi Dinar
- IRR - Iranian Rial
- ISK - Icelandic Krona
- JMD - Jamaican Dollar
- JOD - Jordanian Dinar
- KGS - Kyrgyzstani Som
- KHR - Cambodian Riel
- KMF - Comoro Franc
- KPW - North Korean Won
- KZT - Kazakhstan Tenge
- LAK - Lao Kip
- LBP - Lebanese Pound
- LRD - Liberian Dollar
- LSL - Lesotho Loti
- LYD - Libyan Dinar
- MDL - Moldovan Leu
- MGA - Malagasy Ariary
- MKD - Macedonian Denar
- MMK - Myanmar Kyat

- MNT - Mongolian Tugrik
- MOP - Macau Pataca
- MRU - Mauritanian Ouguiya
- MUR - Mauritius Rupee
- MVR - Maldive Rufiyaa
- MWK - Malawian Kwacha
- MZN - Mozambican Metical
- NGN - Nigerian Naira
- NIO - Nicaraguan Cordoba Oro
- NPR - Nepalese Rupee
- OMR - Omani Rial
- PAB - Panamanian Balboa
- PGK - Papua New Guinea Kina
- PYG - Paraguay Guarani
- RON - Romanian Leu
- RSD - Serbian Dinar
- RWF - Rwanda Franc
- SBD - Solomon Islands Dollar
- SCR - Seychelles Rupee
- SDG - Sudanese Pound
- SHP - Saint Helena Pound
- SLL - Sierra Leone Leone
- SOS - Somali Shilling
- SRD - Suriname Dollar
- SYP - Syrian Pound
- SZL - Eswatini Lilangeni
- TJS - Tajik Somoni
- TMT - Turkmenistan Manat
- TND - Tunisian Dinar
- TOP - Tongan Pa'Anga
- TTD - Trinidad And Tobago Dollar
- TZS - Tanzanian Shilling
- UAH - Ukraine Hryvnia
- UGX - Uganda Shilling
- UYU - Peso Uruguayo
- UZS - Uzbekistani Som
- VES - Venezuelan Bolivar Soberano
- VUV - Vanuatu Vatu
- WST - Samoan Tala

- XAF - CFA Franc BEAC
- XCD - East Caribbean Dollar
- XOF - CFA Franc BCEAO
- XPF - CFP Franc
- YER - Yemeni Rial
- ZMW - Zambian Kwacha
- ZWL - New Zimbabwe Dollar

Normalization Factors

Revenues will be used as the normalization factor for the "Operational Eco-Efficiency" questions in your industry. If available, constant currency (foreign exchange adjusted) revenues are preferred, as they eliminate the effect of fluctuations in foreign exchange rates and are thus a better indicator of business performance. However, reported revenues are acceptable as well. **Please also provide information for all other requested fields.**

Fiscal year-end date

Please specify your fiscal year-end date in the following format:

dd.mm.yyyy (e.g. 31.12.2021)

31.12.2021

Company Data	Financial Year 2018	Financial Year 2019	Financial Year 2020	Financial Year 2021
Revenues Please indicate if figures are reported or constant currency: <input type="radio"/> Constant Currency <input checked="" type="radio"/> Reported Revenues	1436611000 Monetary Units	1421307000 Monetary Units	1300345000 Monetary Units	1238305000 Monetary Units
Revenues in US Dollars Please convert your revenues in US dollars at the exchange rate of your fiscal year-end date.	1436611000 USD	1421307000 USD	1300345000 USD	1238305000 USD
Total Employees	1082	1152	1114	1032

Company References:

- DAE Results for the Year Ended December 31, 2018, <https://dubaiaerospace.com/wp-content/uploads/2019/02/DAE-Results-for-the-year-ended-31-December-2018.pdf> (Pages: 5, 36)
- DAE Results for the Year Ended December 31, 2019, <https://dubaiaerospace.com/wp-content/uploads/2020/02/DAE-Results-for-the-year-ended-31-December-2019.pdf> (Pages: 6, 34)
- DAE Results for the Year Ended December 31, 2020, <https://dubaiaerospace.com/wp-content/uploads/2021/02/DAE-Results-for-the-year-ended-31-Dec20.pdf> (Pages: 7, 35)
- DAE Results for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/02/DAE-Results-for-the-year-ended-31-Dec-2021.pdf> (Pages: 7, 36)

0.2 Business Activities

Please review and if necessary, update or complete the table on your company's business activities. Information has been pre-filled using the sector activity mapping from Trucost, an S&P Global company, and has been derived from public sources and best estimates using analyst judgement using FY 20 data. If necessary, please update the figures for FY 20 and provide an explanation for the change, as well as relevant references or detailed descriptions of these business activities.

Trucost Business Activity	Company description of main products	Revenue from each business activity in FY 2020 (USD)	% of revenue from the business activity over total revenues in FY 2020	Explanation for change	Supporting evidence
Business Activity 1: DAE Capital	DAE Capital is an award winning global aircraft leasing company, with over 100 airline customers in over 50 countries. DAE Capital owns, manages, has committed, and mandated to manage a fleet of approximately 450 Boeing, Airbus, and ATR aircraft with a value exceeding US\$15 billion.	1236515000 Monetary Units	95.1	No material YOY change.	

Trucost Business Activity	Company description of main products	Revenue from each business activity in FY 2020 (USD)	% of revenue from the business activity over total revenues in FY 2020	Explanation for change	Supporting evidence
Business Activity 2: DAE Engineering	DAE Engineering is a state of the art regional airframe maintenance, repair, and overhaul (MRO) facility based in Amman, Jordan. DAE Engineering has authorization to work on 13 Boeing, Airbus, ATR, and Embraer aircraft types, can accommodate 17 wide and narrow body aircraft in its 100,000 square foot facility, and has regulatory approval from over 25 global regulators.	66830000 Monetary Units	4.9	No material YOY change.	
Business Activity 3:					
Business Activity 4:					
Business Activity 5:					
Business Activity 6:					
Business Activity 7:					

Trucost Business Activity	Company description of main products	Revenue from each business activity in FY 2020 (USD)	% of revenue from the business activity over total revenues in FY 2020	Explanation for change	Supporting evidence
Business Activity 8:					
Business Activity 9:					
Business Activity 10:					
Business Activity 11:					
Business Activity 12:					
Business Activity 13:					
Business Activity 14:					
Business Activity 15:					

Company References:

- DAE Results for the Year Ended December 31, 2020, <https://dubaiaerospace.com/wp-content/uploads/2021/02/DAE-Results-for-the-year-ended-31-Dec20.pdf> (Pages: 72)
- DAE Results for the Year Ended December 31, 2020, <https://dubaiaerospace.com/wp-content/uploads/2021/02/DAE-Results-for-the-year-ended-31-Dec20.pdf> (Pages: 72)

0.3 Reporting Boundaries

If your company is a holding or it has a group structure, please indicate the boundaries of your CSA data consolidation and reporting of the companies within your group or holding portfolio. Additionally, please specify how such boundaries align with the information found within your public reporting.

- We have a group or holding structure with financial interests in one or more companies.

Supporting evidence:

Environmental data reporting boundaries used in the CSA

- We only report on companies in which we have full ownership (e.g. 100% voting rights)
- We report on all companies in which we have financial control (e.g. more than 50% of voting rights) and/or operational control
- We report on all companies in which we have a significant influence (i.e. 20% of voting rights or more)
- Other
- Not Known

If "Other" is selected, please provide additional information in the textbox below.

- The environmental data reporting boundaries used in the CSA are aligned with the ones used within our public reporting

Social data reporting boundaries used in the CSA

- We only report on companies in which we have full ownership (e.g. 100% voting rights)
- We report on all companies in which we have financial control (e.g. more than 50% of voting rights) and/or operational control
- We report on all companies in which we have a significant influence (i.e. 20% of voting rights or more)
- Other
- Not Known

If "Other" is selected, please provide additional information in the textbox below.

- The social data reporting boundaries used in the CSA are aligned with the ones used within our public reporting

Are your public extra-financial reporting boundaries aligned with your public financial accounting boundaries?

- Yes
- No
- Not known
- We are not a group nor a holding and we don't have financial interests in other companies
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 48)

1 Governance & Economic Dimension

1.1 Corporate Governance

Corporate governance systems ensure that a company is managed in the interests of shareholders (including minority shareholders). On the one hand this includes checks and balances that enable the Board of Directors to have appropriate control and oversight responsibilities. Empirical evidence suggests that over a period of 5 years, the difference in return on equity between well-governed and badly-governed companies can be as much as 56% (source: GMI 2007). On the other hand management incentives have to be set in such a way that management interests are aligned with shareholders' interests. Our questions focus on board structure, composition of the board and related committees, board effectiveness and measures to ensure alignment with shareholders' long-term interests, which include transparency and the structure of executive remuneration as well as share ownership requirements.

1.1.1 Board Structure

Please indicate the number of executive and non-executive directors on the board of directors/supervisory board of your company and specify where this information is available. In addition, please indicate if your company has an independence statement for its board of directors in place. Additional clarification on one-tier and two-tier systems is available in the information text.

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links to public reports or corporate websites.

Board Type

Please select whether your company has a one-tier or two-tier board and provide a reference:

ONE-TIER SYSTEM (companies with a board of directors)

	Number of members
Executive directors	
Independent directors	
Other non-executive directors	
Total board size	

TWO-TIER SYSTEM (companies with a supervisory board)

		Number of members
SUPERVISORY BOARD	Independent directors	
	Other non-executive directors	
	Employee representatives (if not applicable, please leave the field empty)	
MANAGEMENT BOARD/ EXECUTIVE MANAGEMENT	Senior executives	
	Total size of both boards	

Board Independence Statement

Please indicate if your company has an independence statement for the board of directors in place

- Yes, we have an independence statement. Please indicate below what the statement includes and provide a **reference**:

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links public reports or corporate websites.

- An explicit definition of what determines that a board member is independent. Please specify:

A target share of independent directors on the board. Please specify:

[REDACTED]

We do not have an independence statement that meets the disclosure requirements of this question for listed/non-listed companies.

We do not report this information

Not applicable. Please provide explanations in the comment box below.

Not known

Company References:

No references attached

1.1.2 Non-Executive Chairperson/ Lead Director

Is the board of directors/supervisory board headed by a non-executive and independent chairperson and/or an independent lead director? Please indicate where this information is available.

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links to public reports or corporate websites.

Chairperson is non-executive and independent

Role of CEO and chairperson is split and former CEO/chairperson (presently in a non-executive position) is now chairperson

Role of CEO and chairperson is split and chairperson is non-executive but not independent

Role of CEO and chairperson is split and former CEO/chairperson is now chairperson, but independent lead director is appointed. Please indicate the name of the lead director:

[REDACTED]

Role of chairperson and CEO is joint, but independent lead director is appointed. Please indicate the name of the lead director:

[REDACTED]

Role of chairperson and CEO is joint or chairperson is an executive director

We do not report this information

Not applicable. Please provide explanations in the comment box below.

Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 51)

1.1.3 Board Diversity Policy

Does your company have a formal board diversity policy that clearly requires diversity factors such as gender, race, ethnicity, country of origin, nationality or cultural background in the board nomination process? Please indicate where this information is available.

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links to public reports or corporate websites.

Yes, our policy specifically includes the following:

- Gender
- Race or Ethnicity
- Nationality, country of origin or cultural background

No, we do not have a board diversity policy that meets the disclosure requirements of this question for listed/non-listed companies

Not applicable. Please provide explanations in the comment box below.

Not known

Company References:

No references attached

1.1.4 Board Gender Diversity

Please indicate the number of women on your company's board of directors/supervisory board and specify where this information is available. If your company has a one-tier board structure, this figure includes: female executive directors, non-executive directors and independent directors. If your company has a two-tier board structure, this figure ONLY includes female independent directors and non-executive directors (this means that senior executives and employee representatives should not be included).

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links to public reports or corporate websites.

Number of female directors:

0

We do not report this information

Not applicable. Please provide explanations in the comment box below.

Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 51)

1.1.5 Board Effectiveness

How does your company ensure the effectiveness of your board of directors/supervisory board and the alignment with the (long-term) interests of shareholders?

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links public reports or corporate websites.

	Indicators/measures
<p>Board Meeting Attendance Number of meetings attended in percentage last business/fiscal year.</p>	<p><input checked="" type="checkbox"/> Average board meeting attendance: 100 % of meetings of board of directors/supervisory board.</p> <p><input type="checkbox"/> Minimum of attendance for all members required, at least (in %) _____</p>
<p>Board Mandates Number of other mandates of the board of directors/supervisory board members. This only applies to non-executive and independent directors, not executive directors or employee representatives.</p>	<p><input type="checkbox"/> Number of non-executive/ independent directors with 4 or less other mandates: _____ Please provide the names of these directors: _____</p> <p><input type="checkbox"/> Number of other mandates for non-executive/ independent directors restricted to: _____</p>
<p>Board Performance Review Performance assessment of board of directors/supervisory board members.</p>	<p><input type="checkbox"/> Regular self-assessment of board performance. Please specify or provide documents: _____</p> <p><input type="checkbox"/> Regular independent assessment of board performance. Please specify or provide supporting documents: _____</p>
<p>Board Election Process</p>	<p><input type="checkbox"/> Board members are elected and re-elected on an annual basis</p> <p><input type="checkbox"/> Board members are elected individually (as opposed to elected by slate)</p>

- We do not report this information
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 51)

1.1.6 Board Average Tenure

Please indicate the average tenure of board members on your company’s board of directors/supervisory board in years. If your company has a one-tier board structure, this figure includes all members (executive directors, non-executive directors and independent directors). If your company has a two-tier board structure, this figure ONLY includes independent directors and non-executive directors (e.g. exclude employee representatives). Please indicate where this information is available.

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links to public reports or corporate websites.

- Average tenure of board members in years:
9.2 years
- We do not report this information
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 51)

1.1.7 Board Industry Experience

Please indicate the number of board members with relevant work experience in your company's sector according to GICS Level 1 sector classification (excluding executive members and employee representatives) and list the directors' names.

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links to public reports or corporate websites.

<input type="checkbox"/> Number of independent or non-executive members with industry experience (e.g., excludes executives):	
Please list the independent or non-executive directors included in the above count:	

- We do not report this information
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

No references attached

1.1.8 CEO Compensation - Success Metrics

Does your company have predefined financial returns and/or relative financial metrics relevant for Chief Executive Officer's variable compensation? Please indicate where this information is available:

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links public reports or corporate websites.

- Yes, our company has pre-defined financial returns and/or relative financial metrics relevant for Chief Executive Officer's variable compensation? Please provide supporting evidence.
 - Financial Returns** (e.g. return on assets, return on equity, return on invested capital, etc.). Please list all metrics used for this category:
 - Relative Financial Metrics** (e.g. comparison to peers using metrics such as total shareholder return, Tobin's Q, growth, etc.). Please list all metrics used for this category:

- No, we do not have pre-defined corporate indicators for our CEO's variable compensation or we do not report on them following the disclosure requirements of this question.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.1.9 CEO Compensation - Long-Term Performance Alignment

Does your company have the following compensation structures in place to align with long-term performance? Please indicate where this information is available:

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links public reports or corporate websites.

- Yes, our company has guidelines on deferred bonus, time vesting, and performance period for the CEO's variable compensation.

Deferral of Bonus for Short-term CEO Compensation

Is a portion of the CEO's short-term incentive deferred in the form of shares or stock options?

Please indicate the percentage of the short-term bonus deferred in the form of shares or stock options:

████████████████████

Performance Period for Variable CEO Compensation

What is the longest performance period applied to evaluate variable compensation (based on predefined targets, either relative or absolute), covered in your executive compensation plan? Is there a clawback policy in place? Please note that compensation that only is time vested is not considered as performance based compensation in this part of the question.

Please indicate the longest performance period covered by your executive compensation plan:

████████████████████

- We have a clawback provision in place. Please specify:

████████████████████

Time Vesting for Variable CEO Compensation

Please indicate the longest time vesting period for variable CEO compensation:

████████████████████

- No, we do not have a performance-based variable compensation system or we do not report on this following the disclosure requirements of this question.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.1.10 Management Ownership

Additional credit may be granted for publicly available evidence.

Do your company's CEO and other executive committee members hold company shares? Please note that the shares included in the calculation should not be hedged or the personal financial risk of holding the shares otherwise removed.

Yes, company CEO and other executive officers hold company shares

Position	Name(s)	Multiple of base salary
<p>Chief Executive Officer Please provide supporting evidence:</p> <p><input type="checkbox"/> For Listed companies: The information is publicly available. Please provide link to public reports or corporate website.</p> <p>For Non-Listed companies: The information is available in internal documents, public reports or corporate website.</p>		
<p>Average across other executive committee members owning shares Please provide supporting evidence:</p> <p><input type="checkbox"/> For Listed companies: The information is publicly available. Please provide link to public reports or corporate website.</p> <p>For Non-Listed companies: The information is available in internal documents, public reports or corporate website.</p>		

- No, company CEO and other executive officers do not hold company shares
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.1.11 Management Ownership Requirements

Does your company have specific stock ownership requirements for the CEO and other members of your executive committee? Please indicate where this information is available:

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links to public reports or corporate websites.

- Yes, there are specific requirements in place. Please indicate at which levels this exist and indicate the share ownership requirements as a multiple of the annual base salary.
 - The CEO has to build up a share ownership of times the annual base salary

Other members of the executive committee besides the CEO have to build up a share ownership of [REDACTED] times the annual base salary

- No, there are no share ownership requirements or we do not report on this following the disclosure requirements of this question.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.1.12 Government Ownership

Please indicate whether individual governmental institutions own more than 5% of the total voting rights of your company and if yes, whether golden shares exist for them. Government ownership of 5% or less of the voting rights need not be reported. Please also indicate where this information is available. For additional information, please see the information button.

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links to public reports or corporate websites.

- Yes, individual governmental institutions have more than 5% of the voting rights.
Please provide the total percentage of government ownership (sum of % of individual governmental institutions owning more than 5% of voting rights)

100

Please provide details for the government ownership (e.g. calculation, members, organizations etc. if available):

Government of Dubai are 100% indirect shareholders of Dubai Aerospace Enterprise (DAE) Ltd through the Government of Dubai's 100% holding in Investment Corporation of Dubai, the ultimate shareholder of Dubai Aerospace Enterprise (DAE) Ltd.

Golden Shares for Governmental Institutions

Does your company have golden shares for governmental institutions?

- Yes, our company has golden shares for governmental institutions.
- No, our company doesn't have any golden shares for governmental institutions.
- No governmental institutions own more than 5% of the total voting rights. Please provide available evidence of the company share ownership structure.
- No, we do not report on government ownership information following the disclosure requirements of this question.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 48)

1.1.13 Family Ownership

Please indicate whether one or several founding individuals or family members, personally or through other companies or organizations, individually have more than 5% of the voting rights of your company. Please also indicate where this information is available. For additional information, please see the information button.

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links to public reports or corporate websites.

- Yes, founding individuals or family members individually own more than 5% of the voting rights.

Total % of voting rights of the company:

██████████

Please provide details for the individual/family ownership (e.g. calculation, members, organizations etc. if available):

██

- No, founding individuals or family members individually do not have more than 5% of the voting rights.
- Not applicable. Please provide explanations in the comment box below.
- We do not report on family ownership following the disclosure requirements of this question.
- Not known

Company References:

No references attached

1.1.14 Dual Class Shares

Please indicate the amount of shares your company has per voting category and where this information is available. For additional information, please see the information button.

Listed companies are required to provide links to public reports or corporate websites.

Non-Listed companies may provide internal documents and/or links to public reports or corporate websites.

- We report on the amount of shares per voting category.

Voting rights per 1 share	Votes per share	Amount of Shares	Voting Power (= Votes per share x Amount of Share)
No vote (excluding preferred and treasury shares with no voting rights)	0	0	0
One vote	1	1927770	1927770
One vote with restricted voting rights. Please specify:	1	0	
Other, please specify the number of votes per share:			
Other, please specify the number of votes per share:			
Other, please specify the number of votes per share:			

Voting rights per 1 share	Votes per share	Amount of Shares	Voting Power (= Votes per share x Amount of Share)
Total	-	1927770	1927770

- We do not report this information.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Results for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/02/DAE-Results-for-the-year-ended-31-Dec-2021.pdf> (Pages: 47)

1.1.15 CEO-to-Employee Pay Ratio

Additional credit may be granted for publicly available evidence.

Please provide the annual compensation for the Chief Executive Officer and the median of the annual compensation of all other employees as well as the ratio between the two. If you are unable to provide the median, please provide figures for total mean compensation and the ratio using the mean. The currency provided should remain consistent for all figures.

<input type="radio"/>	CEO Compensation	Total CEO Compensation	
	Employee Compensation	Median Employee Compensation	Mean Employee Compensation
	Please indicate the total annual compensation of the Chief Executive Officer (or any equivalent position): <i>Total compensation includes fixed and variable compensation as well as all other parts of compensation which are required to be included in total remuneration reporting according to national accounting standards</i>		
	Please indicate either median or mean annual compensation of all employees, except the Chief Executive Officer (or any equivalent position):		
	The ratio between the total annual compensation of the Chief Executive Officer and the mean or median employee compensation: <i>CEO compensation divided by the mean or median employee compensation</i>		
	The currency used in the table:		

Public Reporting

For **Listed companies**: The information is publicly available. Please provide link to public reports or corporate website.

For **Non-Listed companies**: The information is available in internal documents, public reports or corporate website.

- We do not track the ratio of the median or mean employee compensation or the total annual compensation of the Chief Executive Officer
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.1.16 MSA Corporate Governance

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.



Company References:

- No references needed

1.2 Materiality

This criterion aims to assess the company's ability to identify the sources of long-term value creation, understand the link between long-term issues and the business case, develop long-term metrics and transparently report these publicly. We want to know the disclosure of material priorities, the links with the business case, and what targets are set to address these issues. These may be economic, social, or economic in nature. Most importantly, they should be the key sources that drive and create value for the business.

1.2.1 Material Issues

Has your company conducted a materiality analysis to identify the most important material issues (economic, environmental, or social) for your company's performance? Please provide the three most material issues that have the greatest impact on your business and the generation of long-term value. Please indicate how these issues impact your business and serve as sources of long-term value creation for your company.

- Yes, our company has conducted a materiality analysis to identify key issues for long-term value creation.

	Material Issue 1	Material Issue 2	Material Issue 3
<p>Material Issue Please specify your material issue:</p>	<p>Emissions Management Please select the category your material issue belongs to:</p> <ul style="list-style-type: none"> <input type="radio"/> Business ethics <input type="radio"/> Climate strategy <input type="radio"/> Community engagement <input type="radio"/> Corporate governance <input checked="" type="radio"/> Environmental management <input type="radio"/> Human capital management <input type="radio"/> Human rights <input type="radio"/> Impacts from products & services <input type="radio"/> Innovation <input type="radio"/> Long term economic trends/issues <input type="radio"/> Long term environmental trends/issues <input type="radio"/> Long term social trends/issues <input type="radio"/> Occupational health & safety <input type="radio"/> Risk and crisis management <input type="radio"/> Other (please specify above) 	<p>Regulatory Please select the category your material issue belongs to:</p> <ul style="list-style-type: none"> <input type="radio"/> Business ethics <input type="radio"/> Climate strategy <input type="radio"/> Community engagement <input checked="" type="radio"/> Corporate governance <input type="radio"/> Environmental management <input type="radio"/> Human capital management <input type="radio"/> Human rights <input type="radio"/> Impacts from products & services <input type="radio"/> Innovation <input type="radio"/> Long term economic trends/issues <input type="radio"/> Long term environmental trends/issues <input type="radio"/> Long term social trends/issues <input type="radio"/> Occupational health & safety <input type="radio"/> Risk and crisis management <input type="radio"/> Other (please specify above) <input type="radio"/> No material issue identified 	<p>Reputational Please select the category your material issue belongs to:</p> <ul style="list-style-type: none"> <input type="radio"/> Business ethics <input type="radio"/> Climate strategy <input type="radio"/> Community engagement <input type="radio"/> Corporate governance <input type="radio"/> Environmental management <input type="radio"/> Human capital management <input type="radio"/> Human rights <input type="radio"/> Impacts from products & services <input type="radio"/> Innovation <input type="radio"/> Long term economic trends/issues <input type="radio"/> Long term environmental trends/issues <input type="radio"/> Long term social trends/issues <input type="radio"/> Occupational health & safety <input checked="" type="radio"/> Risk and crisis management <input type="radio"/> Other (please specify above) <input type="radio"/> No material issue identified

	Material Issue 1	Material Issue 2	Material Issue 3
<p>Business Case Please provide a brief rationale for why this issue is material to your business:</p>	<p>There is a risk of increasing regulation and government policy designed to combat climate change has the potential to materially impact aviation and travel industries, demand for air travel, and changing customer behaviour which could risk the marketability of DAE's fleet of aircraft that it currently owns. Further, there is a converse risk that technology advancement in the aviation sector does not advance quickly enough to keep up with global aviation GHG reduction targets.</p>	<p>Increased ESG Reporting Requirements may impact DAE's cost base if the complexity of complying with regulatory ESG reporting requirements across multiple jurisdictions materially changes. Regulatory changes regionally may also impact airline customers' demand for certain aircraft types which may increase the risk of a material impairment or early retirement of certain types of aircraft in DAE's fleet.</p>	<p>Risk that public concerns around climate change may affect DAE's brand image and reputation. There is sustained investor pressure to increase DAE's sustainability which may increase the cost of DAE's funding or otherwise impact DAE's ability to access capital. Poor sustainability performance may impact DAE's ability to attract and retain talent, and may impact the business relationships DAE has with airline customers.</p>
<p>Business Impact Please select the type of impact this material issue has on your business (cost/revenue/risk):</p>	<p><input type="radio"/> Cost <input checked="" type="radio"/> Revenue <input type="radio"/> Risk</p>	<p><input checked="" type="radio"/> Cost <input type="radio"/> Revenue <input type="radio"/> Risk</p>	<p><input type="radio"/> Cost <input type="radio"/> Revenue <input checked="" type="radio"/> Risk</p>
<p>Business strategies Please specify your primary business strategies, initiatives or products that address this issue:</p>	<p>DAE continues to invest in fuel efficient, new technology aircraft and progressively decommission older aircraft to support our airline customers to manage their requirements to meet regulatory changes. DAE is working actively globally to ensure that it maintains best practice regulatory and policy disclosures to support our airline customers globally. DAE is also developing a comprehensive sustainability strategy to more formally embed sustainability into the business, and is exploring all options to manage and reduce the Company's carbon emissions.</p>	<p>DAE currently reports in line with GRI which is the most widely used ESG reporting framework, and is developing internal expertise on ESG reporting, including TCFD, EFRAG, and ISSB, to manage this risk.</p>	<p>DAE is developing a comprehensive sustainability strategy to more formally embed sustainability into the business, and is exploring all options to manage and reduce the Company's carbon emissions.</p>

	Material Issue 1	Material Issue 2	Material Issue 3
Long-Term Target/Metric Do you have a long-term target or metric to measure your progress on this issue in a systematic way? Please specify this target or metric if available:			
Target Year Please specify the year for the long-term target			
Executive Compensation Is this metric or target used to determine the compensation of executive committee member(s)? If yes, please specify how this metric is used and provide a relevant reference showing how these metrics are applied to executive compensation.			

- No, we have not defined any material issues for our company.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.2.2 Materiality Disclosure

This question requires publicly available information.

Do you publicly disclose details of your materiality analysis, including information on how you conduct the materiality analysis process and your progress towards your targets or metrics?

- Yes, we publicly disclose this information. Please indicate the information you report on and indicate where this is available in your public reporting.
 - We publicly disclose our materiality analysis, including the most material issues and a description of the process.
 - We publicly report on our progress towards our targets or metrics for material issues.
- No, we do not publicly disclose our materiality analysis process and report on progress towards targets or metrics for our material issues.
- Not applicable. Please provide an explanation in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 16-19)

1.2.3 MSA Materiality

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

Company References:

- No references needed

1.3 Risk & Crisis Management

Effective risk and crisis management is vital for long-term financial planning and organizational flexibility. Since the financial crisis, it has gained particular importance. Companies need to implement internal control processes to comply with existing regulations and proactively develop control mechanisms. These questions focus on risk governance, the frequency of risk reviews, emerging risks, incentivizing, training and empowering employees in order to develop an effective risk culture. Additionally, we perform a real-time check to assess the system with our internal MSA (Media and Stakeholder Analysis). The scope of the criterion may vary depending on a company's size and ownership structure.

1.3.1 Risk Management

Does your company have any documented risk management procedures and positions in place?

- Yes, our company has risk management procedures and positions in place.
 - We formally review our company's risk exposure on a regular basis for at least two types of risks. Please attach your latest risk review(s) and evidence of the frequency of the assessments:
 - At least twice a year or more frequently
 - At least yearly
 - Less frequently or not specified
 - We have dedicated risk management functions in place. Please indicate the highest level at which your company oversees the risk exposure and provide supporting evidence for the respective role or committee:
 - Dedicated role or committee at board level
 - Dedicated role or committee at executive level
 - Dedicated role(s) at business unit level
- The risk management function is structurally independent from the business lines.

Please specify and provide supporting evidence (E.g., Org chart of reporting lines):

- We have conducted an audit of the risk management process in the last two years. Please specify if an internal audit, external audit or both have been performed and provide supporting evidence.
 - Yes, we have conducted an internal audit
 - Yes, we have conducted an external audit
 - Yes, we have conducted both an internal and external audit
- No, we do not have any documented risk management procedures or positions in place.
- Not applicable. Please provide a comment below
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 57)
- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 57)

1.3.2 Sensitivity Analysis & Stress Testing

Does your company perform sensitivity analysis or stress testing on a group level? Please provide supporting evidence.

- Yes, the main focus is on changes in financial risks, such as exchange and interest rates.
- Yes, we produce comprehensive scenarios on other factors (in addition to financial risks; such as strategic business risks, market/business environment risks, operational risks, and compliance risks). Please specify which risks are included in your sensitivity analysis/stress testing:

- No, we do not perform sensitivity analysis and stress testing at the group level.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

No references attached

1.3.3 Emerging Risks

Please indicate two important long-term (3-5 years+) emerging risks that your company identifies as having the most significant impact on the business in the future, and indicate any mitigating actions that your company has taken in light of these risks. For each risk, please provide supporting evidence from **your reporting** for the description of the risk, the business impact and any mitigating actions, and select the category to which the risk belongs.

<input type="radio"/>		Emerging Risk 1	Emerging Risk 2
Supporting evidence		Listed companies are required to provide links to public reports or corporate websites. Non-Listed companies may provide internal documents and/or links to public reports or corporate websites.	Listed companies are required to provide links to public reports or corporate websites. Non-Listed companies may provide internal documents and/or links public reports or corporate websites.
Name of the emerging risk			
Category		<input type="radio"/> Economic <input type="radio"/> Environmental <input type="radio"/> Geopolitical <input type="radio"/> Societal <input type="radio"/> Technological <input type="radio"/> Other	<input type="radio"/> Economic <input type="radio"/> Environmental <input type="radio"/> Geopolitical <input type="radio"/> Societal <input type="radio"/> Technological <input type="radio"/> Other
Description		<input type="checkbox"/> We report on the description and specification of emerging risk 1 in the context of the company’s business. Please provide the description in the text box below.	<input type="checkbox"/> We report on the description and specification of emerging risk 2 in the context of the company’s business. Please provide the description in the text box below.
Impact		<input type="checkbox"/> We report on the potential impact of emerging risk 1 on the company’s business. Please provide the impact description in the text box below.	<input type="checkbox"/> We report on the potential impact of emerging risk 2 on the company’s business. Please provide the impact description in the text box below.
Mitigating actions		<input type="checkbox"/> We report on the mitigating actions of emerging risk 1. Please provide the description of the mitigating actions in the text box below.	<input type="checkbox"/> We report on the mitigating actions of emerging risk 2. Please provide the description of the mitigating actions in the text box below.

We do not report on long-term, emerging risks according to the relevant disclosure requirements of this question.

Not applicable. Please provide explanations in the comment box below.

Not known

Company References:
No references attached

1.3.4 Risk Culture

What strategies does your company pursue in order to promote and enhance an effective risk culture throughout the organization? Please indicate the relevant options below, specify where prompted and provide supporting evidence.

- Financial incentives which incorporate risk management metrics, please specify the incentives and metrics and provide supporting evidence.
- For senior executives, please specify the incentives and metrics:
[REDACTED]
- For line managers, please specify the incentives and metrics:
[REDACTED]
- Focused training throughout the organization on risk management principles. Please specify and provide supporting evidence.
[REDACTED]
- Inclusion of risk management criteria in the HR review process for employee evaluations. Please specify and provide supporting evidence.
[REDACTED]
- Measures allowing individual employees to proactively identify and report potential risks throughout the organization, please specify and provide supporting evidence.
[REDACTED]
- Measures allowing continuous improvement in risk management practices through the involvement of employees in structured feedback process. Please specify and provide supporting evidence.
[REDACTED]
- Incorporating risk criteria in the product development or approval process. Please specify and provide supporting evidence.
[REDACTED]
- Other means of measuring or innovating for an effective risk culture. Please specify and provide supporting evidence.
[REDACTED]
- No, we do not have any strategies to promote and enhance an effective risk culture
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.3.5 MSA Risk & Crisis Management

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.


Company References:

- No references needed

1.4 Business Ethics

The criterion evaluates the Codes of Conduct, their implementation and the transparent reporting on breaches, as well as the occurrence of corruption & bribery cases and anti-competitive practices.

1.4.1 UN Global Compact Membership

This question requires publicly available information.

Is your company a signatory/participant of the United Nations Global Compact?

- Yes. The information is publicly available.
- No, we are not signatory, but our parent company is a signatory/participant. The information is publicly available.
- No, we are not a signatory/participant.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.4.2 Codes of Conduct

This question requires publicly available information.

Which of the following aspects are covered by your codes of conduct at a group level (including subsidiaries)? Please indicate where this information is available in your **public reporting** or **corporate website**.

- Yes, our group-wide codes of conduct are publicly available and specifically include the following:
 - Corruption and bribery
 - Discrimination
 - Confidentiality of information
 - Conflicts of interest
 - Antitrust/anti-competitive practices
 - Money-laundering and/or insider trading/dealing
 - Environment, health and safety
 - Whistleblowing

- No group-wide codes of conduct
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- Code of Conduct, <https://dubaiaerospace.com/wp-content/uploads/2021/06/DAE-Code-of-Conduct-Feb-2021.pdf>

1.4.3 Codes of Conduct: Coverage

Please complete the following table related to coverage of your codes of conduct, and whether or not written or digital acknowledgement has been obtained and training has been provided in the past three years:

- Supporting evidence:

Worker group	Coverage (%)	Written/Digital Acknowledgement (%)	Training Provided (%)
Employees	100	100	100
Contractors / Suppliers / Service Providers	100	100	100
Subsidiaries <input checked="" type="checkbox"/> Not applicable. We do not have any subsidiaries.			
Joint ventures (including stakes above 10%) <input checked="" type="checkbox"/> Not applicable. We do not have any joint ventures.			

- None of the above are covered in our anti-corruption and bribery policy or codes of conduct.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

No references attached

1.4.4 Corruption & Bribery

This question requires publicly available information.

Which of the following aspects are covered by your anti-corruption and bribery policy at a group level (including subsidiaries)? Please indicate where this information is available in your **public reporting** or **corporate website**. Please also ensure that the marked options are both covered by your company's policy and are clearly disclosed in the attached public documents.

- Yes, our group-wide anti-corruption and bribery policy is publicly available and specifically includes the following:
- Bribes in any form (including kickbacks) on any portion of contract payments or soft dollar practices
 - Direct or indirect political contributions
 - Political contributions publicly disclosed. Please indicate web address:
 - Charitable contributions and sponsorship
 - Charitable contributions and sponsorship publicly disclosed. Please indicate web address:
- No, we do not have a publicly available anti-corruption & bribery policy.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.4.5 Codes of Conduct: Systems/ Procedures

What mechanisms are in place to assure effective implementation of your company's codes of conduct (e.g. compliance system)? Please provide supporting evidence.

- Responsibilities, accountabilities and reporting lines are systemically defined in all divisions and group companies
- Dedicated help desks, focal points, ombudsman, hotlines
 - Compliance linked to employee remuneration
 - Employee performance appraisal systems integrates compliance/codes of conduct
 - Disciplinary actions in case of breach, i.e. warning, dismissal, zero tolerance policy
 - Compliance system is certified/audited/verified by third party. Please review the additional information and question guidance banner for further detail.
- No such systems/policies in place
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.4.6 Anti-Competitive Practices

Please indicate the amount of fines and settlements (excluding legal fees) incurred in the last four fiscal years related to anti-trust/anti-competitive practices and the number of currently pending investigations against your company. **For past cases, if you did not incur any fines in a given year, please enter a value of "0." If you do not have any ongoing cases, please select the appropriate "no" option.**

- Past Cases**
Did your company incur any fines or settlements related to anti-competitive business practices in the past four fiscal years?

Yes, we incurred fines or settlements, as indicated below.

Supporting evidence:

Fines and settlements	Currency	FY 2018	FY 2019	FY 2020	FY 2021
Total amount					
% of revenues (as provided in the "Denominator" question)					

No, we did not incur any fines or settlements related to anti-competitive practices in the past four fiscal years.

Ongoing Cases and Contingent Liabilities

Is your company currently involved in any ongoing investigations related to anti-competitive practices?

Yes, we are currently the subject of ongoing investigations.

Supporting evidence:

[Redacted]

No, we are not involved in any ongoing investigations related to anti-competitive practices.

Not known

Company References:

No references attached

1.4.7 Corruption & Bribery Cases

Please indicate the number of substantiated cases of corruption and bribery in the last four fiscal years as well as the number of ongoing external investigations by local or international authorities. **For past cases, if you did not incur any fines and settlements in a given year, please enter a value of "0."** For ongoing cases, if you do not have any ongoing external investigation, please select the appropriate "no" option.

Past Cases

Did your company have any confirmed cases of corruption and bribery in the past four fiscal years?

Yes, we had confirmed cases of corruption and bribery, as indicated below.

Supporting evidence:

	FY 2018	FY 2019	FY 2020	FY 2021
Total number of substantiated corruption & bribery cases				

No, we did not have confirmed cases of corruption & bribery during the past four fiscal years.

Ongoing cases

Is your company currently involved in any ongoing external investigations related to corruption & bribery?

Yes, we currently have

[Redacted]

ongoing investigations against us.

Supporting evidence:

No, we are not currently involved in any ongoing corruption & bribery cases.

Not known

Company References:
No references attached

1.4.8 Reporting on breaches

This question requires publicly available information.

Does your company publicly report on breaches (e.g. number of breaches, cases etc.) against your codes of conduct/ethics? Please specify where this information is available in your **public reporting** or **corporate website**.

- Yes, we publicly report on legal proceedings **only**
- Yes, we publicly report on breaches to our codes of conduct. Please select the number of areas (e.g. privacy, bribery, discrimination) and the type of information covered in your reporting:
- One area/ no breakdown
 - Two/ three areas
 - More than three areas
 - Total number of reported cases
 - Status/ progress of the breaches reported (number of substantiated cases, or number of cases under investigation, etc.)
 - Details of actions taken against the substantiated cases
- We publicly report that no breaches have occurred during the most recent reporting cycle
- No, we do not publicly report on breaches.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.4.9 MSA Business Ethics

In this section, we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

████████████████████

Company References:
• **No references needed**

1.5 Policy Influence

Although companies legitimately represent themselves in legislative, political and public discourse, excessive contributions to political campaigns, lobbying expenditures and contributions to trade associations and other tax-exempt groups may damage companies' reputations and creates risks of corruption. In this criterion, we evaluate the amount of money companies are allocating to organizations whose primary role is to create or influence public policy, legislation and regulations. We also ask for the largest contributions to such groups, and we assess the public disclosure on these two aspects.

1.5.1 Contributions & Other Spending

Additional credit may be granted for publicly available evidence.

Please indicate your annual total monetary contributions to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups, as defined in the Info Text. If this information is publicly reported, please provide supporting evidence or indicate the weblink below. **PAC contributions by employees should not be included.**

Please also indicate if these figures are provided in your **public reporting**.

- ✓ We are able to itemize the figures. If you have not made any contributions for one or more items, please enter 0 and **indicate if this information is available in your public reporting**.

	Currency	FY 2018	FY 2019	FY 2020	FY 2021
Lobbying, interest representation or similar		0 Monetary Units	0 Monetary Units	0 Monetary Units	0 Monetary Units
Local, regional or national political campaigns / organizations / candidates		0 Monetary Units	0 Monetary Units	0 Monetary Units	0 Monetary Units
Trade associations or tax-exempt groups (e.g. think tanks)		88500 Monetary Units	88500 Monetary Units	88500 Monetary Units	88500 Monetary Units
Other (e.g. spending related to ballot measures or referendums)		0 Monetary Units	0 Monetary Units	0 Monetary Units	0 Monetary Units
Total contributions and other spending	USD - US Dollar	88500 Monetary Units	88500 Monetary Units	88500 Monetary Units	88500 Monetary Units

	Currency	FY 2018	FY 2019	FY 2020	FY 2021
Data coverage (as % of denominator, indicating the organizational scope of the reported data)	Percentage of: Reported Revenue	100	100	100	100

- We can only report the total spending figures. Please indicate the items included in your total spending figures. If an item is not included, please select "not included". If you have not made any contributions for a specific category, please select "No contribution." **Please also indicate if these figures are provided in your public reporting.**

Lobbying, interest representation or similar	<input type="radio"/> Included <input type="radio"/> Not included <input type="radio"/> No contribution <input type="radio"/> Not known
Local, regional or national political campaigns / candidates	<input type="radio"/> Included <input type="radio"/> Not included <input type="radio"/> No contribution <input type="radio"/> Not known
Trade associations or tax-exempt groups (e.g. think tanks)	<input type="radio"/> Included <input type="radio"/> Not included <input type="radio"/> No contribution <input type="radio"/> Not known
Other (e.g. spending related to ballot measures or referendums)	<input type="radio"/> Included <input type="radio"/> Not included <input type="radio"/> No contribution <input type="radio"/> Not known

	Currency	FY 2018	FY 2019	FY 2020	FY 2021
Total contributions and other spending					
Data coverage (as % of denominator)	Percentage of:				

- We did not make any contributions to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups, as defined in the information button.
 - This information must be available in **public domain**.
- We do not track our annual monetary contributions and other spending for political and related purposes.
- Not applicable. Please provide explanations in the comment box below.

Not known

Company References:
No references attached

1.5.2 Largest Contributions & Expenditures

Additional credit may be granted for publicly available evidence.

Did your company make any contributions to or expenditures to political campaigns or organizations, lobbying, trade associations, tax-exempt entities, or other groups whose role is to influence political campaigns or public policy and legislation? In this context, a “contribution” is the aggregate amount given during the fiscal period to an individual candidate, organization, ballot measure, or “issue area” or “topic” requiring lobbying efforts. Please see the Information Button for examples. **PAC contributions by employees should not be included.** Please also indicate if this reporting is available in your **public reporting**.

If you made less than three contributions, please select "No contribution" under "Type of organization" in the appropriate row.

Yes, we made contributions or had expenditures. **Please indicate if this information is available in the public domain.**

Issues and Topics

Currency:

[Redacted]

Issue or Topic	Corporate Position	Description of Position / Engagement	Total spend in FY 2021
	<input type="radio"/> Support <input type="radio"/> Support with minor exceptions <input type="radio"/> Support with major exceptions <input type="radio"/> Oppose <input type="radio"/> No contribution		
	<input type="radio"/> Support <input type="radio"/> Support with minor exceptions <input type="radio"/> Support with major exceptions <input type="radio"/> Oppose <input type="radio"/> No contribution		

Other Large Expenditures

Name of organization, candidate or topic	Type of Organization	Total amount paid in FY 2021
	<ul style="list-style-type: none"> <input type="radio"/> National political organization <input type="radio"/> State or local political campaign, candidates or committees <input type="radio"/> Political Action Committee (PAC) <input type="radio"/> Lobbying, interest representation or similar <input type="radio"/> Trade association <input type="radio"/> Tax-exempt group <input type="radio"/> No contribution <input type="radio"/> Not known <input type="radio"/> Other: please specify type 	
	<ul style="list-style-type: none"> <input type="radio"/> National political organization <input type="radio"/> State or local political campaign, candidates or committees <input type="radio"/> Political Action Committee (PAC) <input type="radio"/> Lobbying, interest representation or similar <input type="radio"/> Trade association <input type="radio"/> Tax-exempt group <input type="radio"/> No contribution <input type="radio"/> Not known <input type="radio"/> Other: please specify type 	

Name of organization, candidate or topic	Type of Organization	Total amount paid in FY 2021
	<ul style="list-style-type: none"> <input type="radio"/> National political organization <input type="radio"/> State or local political campaign, candidates or committees. <input type="radio"/> Political Action Committee (PAC) <input type="radio"/> Lobbying, interest representation or similar <input type="radio"/> Trade association <input type="radio"/> Tax-exempt group <input type="radio"/> No contribution <input type="radio"/> Not known <input type="radio"/> Other: please specify type 	

- ✓ No, we did not make any contributions or have any expenditures.
 - ✓ This information must be available in the **public domain**.
- We do not track our largest contributions or expenditures for political and related purposes.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 58)

1.5.3 MSA Policy Influence

In this section, we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.



Company References:

- No references needed

1.6 Supply Chain Management

In an increasingly globalized world, when a company outsources its production, services or business processes, it also outsources corporate responsibilities and reputational risks. This means that companies need to find new strategies to manage the associated risks and opportunities which differ from the traditional risk and opportunity management with the company's production or services in-house. In addition, the company is confronted with the need to minimize costs and time of delivery to satisfy suppliers' demand and increase profitability without negatively impacting product quality or incurring high environmental or social costs. Investors increasingly see the importance of supply chain risk management and the negative consequences if it is not managed effectively.

This criterion aims to identify companies with lower supply chain risk profiles, either through supply chain characteristics or through appropriate management of existing risks. In addition, we seek to identify companies that are using sustainable supply chain management as an opportunity to improve their long-term financial performance.

1.6.1 Supplier Code of Conduct

This question requires publicly available information.

Does your company have a Supplier Code of Conduct and is it publicly available? Please provide a weblink and indicate which of the listed issues are covered in the Code and applied to all operations across all countries.

- Yes, our company has a Supplier Code of Conduct and it is publicly available. The Code covers the following issues:
- Environmental standards for the suppliers' processes, products or services
 - Child labor
 - Fundamental human rights (e.g. labor rights, freedom of association, ILO conventions)
 - Working conditions (e.g. working hours, lay-off practices)
 - Remuneration
 - Occupational health and safety
 - Business ethics (e.g. corruption, anti-competitive practices)
 - Our suppliers should have a sustainable procurement policy in place for their own suppliers
- No, our company does not have a Supplier Code of Conduct OR this Code is not publicly available
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.6.2 Critical Supplier Identification

Does your company identify critical suppliers?

- Yes, our company identifies critical suppliers

Definition of critical suppliers

Please indicate which of the following elements are considered in your definition of critical suppliers.

Please attach supporting evidence describing the process of identifying critical suppliers and the elements considered in the definition:

- High-volume suppliers or similar
- Critical component suppliers or similar
- Non-substitutable suppliers or similar
- Other, please specify:
[Redacted]

Critical tier 1 and non-tier 1 suppliers

Please indicate how many critical tier 1 and critical non-tier 1 suppliers you have identified. If you did not identify any suppliers in one of the categories, please provide an explanation in the comment box at the end of the question.

Type of supplier	Absolute number of suppliers	Share of total procurement spent (%)
Total tier 1 suppliers		100 %
Critical tier 1 suppliers		
Critical non-tier 1 suppliers		

- No, we do not identify critical suppliers.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.6.3 Supply Chain Risk Exposure

Does your company have a formalized process in place to identify potential sustainability risks in the supply chain?

- Yes, we have a formalized process in place.

Formal risk identification process

Please provide a brief description of your company's sustainability risk identification process. Explain, for instance, how your company identifies suppliers with potentially higher sustainability risks, or describe the higher risks which are typically found or expected to be found, or how these potential risks are linked to your overall supply chain management strategy. Please attach supporting documentation showing this process.
[Redacted]

Sustainability risk assessment scope and targets

Please indicate the scope of the sustainability risk assessments performed for tier 1 and critical non-tier 1 suppliers. Site visits, questionnaires, external sustainability agencies, stakeholder information, external databases, news watches, etc., are all acceptable types of assessments in this part of the question. **If a supplier has been assessed multiple times in the last three years, it should only be counted once.** Please also indicate if you have a target in place and by what year that target should be achieved.

Type of supplier	Number of suppliers assessed in the last 3 years	Percentage of suppliers in that category assessed in the last 3 years (based on total number of suppliers in that category provided in "Critical Supplier Identification" question). The values should not exceed 100%.	Description of target
Tier 1 suppliers			Please provide a description of your target: Target year:
Critical non-tier 1 suppliers			Please provide a description of your target: Target year:

Definition of "sustainability high-risk"

Please provide the definition or the description that your company uses for "sustainability high-risk".

[Redacted]

Share of sustainability high-risk suppliers

Please indicate the current share of your company's total number of tier 1 suppliers (both critical and non-critical) as well as the share of your non-tier 1 suppliers for which you have identified a high level of sustainability risk in the table below. **If you have not identified any suppliers as being high sustainability risk, please report "0" in the relevant fields. This information will be used in the proceeding question "Risk Management Measures".**

Type of supplier	Number of suppliers classified as high-risk	Percentage of total suppliers in that category classified as high-risk (based on total number of suppliers in that category provided in "Awareness" question). The values should not exceed 100%.
Tier 1 suppliers		
Critical non-tier 1 suppliers		
Total suppliers		

- No, we do not have a formalized process to assess sustainability risks in the supply chain
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.6.4 Supplier Risk Management Measures

Please indicate which measures your company has taken in order to manage sustainability risks amongst your critical suppliers (tier 1 and non-tier 1) and your high sustainability risk suppliers. Please indicate the scope and attach supporting evidence or specify where requested.

- Our company measures sustainability risks in the supply chain on an ongoing basis

Ongoing sustainability monitoring

Please indicate the standard frequency of a more comprehensive assessment of your suppliers and attach supporting documents (for example a process describing the system that tracks assessments' frequency). By "more comprehensive," we mean an assessment including at least a company visit either by your company's own personnel or by external third parties, for instance sustainability agencies. Please note that the percentage of suppliers assessed at least once every three years should NOT include the companies assessed annually. Please also note that it is possible that there is some overlap between critical suppliers and suppliers with high sustainability risk.

Type of supplier	Percentage assessed annually	Percentage assessed at least once every 3 years	Total (should not exceed 100%)
Critical suppliers (tier 1 and non-tier 1)			
Suppliers with high sustainability risk. If you have not identified any suppliers with high sustainability risks, please ensure that "0" is marked in applicable fields the "Supply Chain Risk Exposure" question.			

Corrective action plans for suppliers

Please attach a sample as supporting document and indicate the percentage of assessed or audited suppliers for which corrective action plans have been developed. Further, please indicate what percentage of these suppliers with a corrective action plan has improved their ESG performance since the action plan was launched.

- A sample corrective action plan is attached.

Measure	Percentage
% of current suppliers with high sustainability risk (following the definition in the question "Risk Exposure") where gaps have been identified have corrective action plans. If you have not identified any suppliers with high sustainability risks, please ensure that "0" is marked in applicable fields the "Supply Chain Risk Exposure" question.	
% of current high sustainability risk suppliers with identified gaps and with corrective action plans that have improved their ESG performance within 12 months of the plan's launch. If you have not identified any suppliers with high sustainability risks, please ensure that "0" is marked in applicable fields the "Supply Chain Risk Exposure" question.	

- We do not have any such measures in place.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

No references attached

1.6.5 ESG Integration in SCM Strategy

Please indicate the main priorities of your company's general supply chain management strategy as well as the environmental, social and governance (ESG) objectives that have been identified in your company. Further, please indicate how ESG factors are integrated in your supplier selection decisions.

General supply chain strategy

Please provide a brief description of your supply chain management strategy, as well as the top five priorities of your company's general supply chain management strategy and attach supporting evidence. Please note that this should refer to the general approach that the company is taking in order to manage the supply chain with regards to aspects such as cost, time, quality and continuity of supply and not to a sustainable sourcing or a sustainable supply chain strategy.

Integration of ESG objectives

Please indicate which formalized environmental, social and governance (ESG) objectives have been identified for your supply chain management strategy. Further, indicate how these are connected to the overall supply chain strategy by providing supporting documents. Please note that in this section you can refer to a sustainable sourcing strategy or a sustainable supply chain strategy as well as to objectives relating to ESG factors already integrated in the strategy above.

	Description of ESG objective	Link to overall supply chain strategy
Key ESG Objective 1		
Key ESG Objective 2		

Integration of ESG factors into supplier selection

Please complete the table below, indicating how ESG factors impact your supplier selection and retention process. Please attach supporting documents and provide a brief description on the scale and approach for the minimum threshold for either new suppliers, existing suppliers or both.

Please indicate if the threshold is for new suppliers, existing suppliers or both:	Minimum quantitative/qualitative threshold required (i.e. certified management systems in place, requiring to replicate own standards down the supply chain, minimum score at ESG assessment, etc.):
<input type="radio"/> New suppliers <input type="radio"/> Existing suppliers <input type="radio"/> New and existing suppliers	

Does your company use a % (weight) of ESG in the overall assessment of suppliers (compared to other factors such as price, quality and delivery time), as a tool to ensure integration of sustainability into supplier selection and retention decisions? If so, please provide an estimate of the average weight across supplier categories:

and indicate for which supplier categories (tier 1, critical tier 1, etc.) this weight factor is being applied:

- We do not have such a strategy in place.
- Not applicable. Please provide explanations in the comment box below.

Not known

Company References:
No references attached

1.6.6 Supply Chain Transparency & Reporting

This question requires publicly available information.

Which aspects of your supply chain management approach does your company publicly report on (on a consolidated basis)?

- We publicly report our supply chain management approach
Supply chain management approach transparency
 Please attach supporting evidence and/or website where the information can be found in the public domain.
 - Supply chain spend analysis (containing basic spend analysis information such as: number of suppliers, category, spend value and geographical spread)
 - Supply chain awareness (identification of critical suppliers)
 - Supply chain risk assessment and corrective actions (e.g. supplier sustainability assessment)
 - ESG integration in supply chain management strategy (e.g. minimum thresholds or alignment of overall supply chain management strategy with ESG objectives)

Reporting quantitative KPIs and targets

Please indicate below the extent to which your company reports on supply chain management sustainability key performance indicators (KPIs) in the public domain and provide the targets linked to these indicators. The Annual Report, Sustainability Report and corporate website are considered to be relevant public communication sources.

If available, please select KPIs with at least **three years of history**, well defined **targets** and clear reporting on **progress towards these targets**.

	Please specify the KPI and attach the public reference together with the page number where the supply chain indicator is publicly reported:	Please specify the target that is linked to the KPI and attach the public reference together with the page number where the target of the supply chain indicator is publicly reported:
KPI 1	KPI:	Target: Target year:
KPI 2	KPI:	Target: Target year:
KPI 3	KPI:	Target: Target year:

- No, we do not publicly report our supply management approach or its associated KPIs and targets.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.6.7 MSA Supply Chain Management

In this section, we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

████████████████████

Company References:

- No references needed

1.7 Information Security/ Cybersecurity & System Availability

Due to the current trend of digitization, including but not limited to cloud computing, online market places and payments etc., it is crucial that access to network, IT systems and data is assured at all times. As a result, lower than agreed upon system performance or service disruptions can result in higher costs and reputational risk for companies. The main risks stem from technical failure, human error, malicious attacks, weather events, natural disasters or terrorist attacks. Managing such risks, including contingency plans, is crucial to ensuring business continuity. The criterion focuses on how well companies are prepared to prevent IT system failures and major information security/cybersecurity incidents and if they can react appropriately in case of such events. It also evaluates whether companies have experienced IT infrastructure / information security / cybersecurity incidents in the past and if there was material financial impact.

Over the past decade, the number of information security breaches has been growing exponentially. The many incidents and their related costs have shown that information security/cybersecurity has become a financially material issue which has to be managed diligently to protect corporate value. The costs of cybercrime are manifold and can impact the company in different ways. Internal costs are operational costs and relate to dealing with the cybercrime and incidence prevention. External costs include the consequences of the cyber-attack such as the loss or theft of sensitive information, operations' disruption, fines and penalties, infrastructure damage or revenue losses due to loss of customers. The criterion focuses on how well companies are prepared to prevent major information security/cybersecurity incidents and if they can react appropriately in case of an attack. It also evaluates whether companies have experienced information security/cybersecurity incidents in the past and what the financial consequences were.

1.7.1 IT Security/ Cybersecurity Governance

Additional credit may be granted for publicly available evidence.

Are the board of directors and executive management engaged in the information security /cybersecurity strategy and review process?

✓ Yes, we have a director on the board with relevant background in IT engaged on the cybersecurity strategy process and someone in the Executive Management team who oversees the company’s cybersecurity strategy:

❑ Board Responsibility

Please indicate the Board member who oversees the cybersecurity strategy together with his/her experience and indicate this person’s membership in the committee responsible for the oversight of cybersecurity.

Board Member	Please indicate the Board member’s membership in the committee which oversees cyber security strategy
Name of board member: Relevant experience and previously held positions:	<input type="checkbox"/> If publicly available, please indicate where this information can be found in your public reporting or corporate website . <input type="radio"/> Cybersecurity / information security committee <input type="radio"/> Risk committee <input type="radio"/> Audit committee <input type="radio"/> Not known

✓ **Executive Management Responsibility**

Please indicate which role or function within or reporting directly to the Executive Management team is responsible for overseeing cybersecurity within the company.

✓ If publicly available, please indicate where this information can be found in your **public reporting** or **corporate website**.

- Chief Information Security Officer (CISO) / Chief Security Officer (CSO)
- ✓ Chief Technology Officer (CTO) / Chief Information Officer (CIO) or similar
- CEO / COO / CRO or similar with clear responsibility for IT security/cybersecurity
- We do not have anyone who oversees cybersecurity in the executive management team
- Not known

No, the board of directors is not engaged in the cybersecurity strategy process or the responsible person does not have relevant IT background.

Not applicable. Please provide explanations in the comment box below.

Not known

Company References:

- Fiona Taaffe (CIO) Biography, <https://dubaiaerospace.com/fiona-taaffe> (Pages: 1)

1.7.2 IT Security/ Cybersecurity Measures

Have you implemented policies and procedures for all employees in order to ensure that they are aware of threat issues and the importance of information security/cybersecurity?

✓ Yes, we have implemented policies and procedures for all employees

✓ An information security/cybersecurity policy is internally available to all employees. Please provide the relevant document:

- ✓ Information security/cybersecurity awareness training. Please explain and provide supporting evidence:
All DAE Employees are required to complete cybersecurity awareness training as part of their induction, and undergo annual cybersecurity awareness training thereafter
- ✓ A clear escalation process which employees can follow in the event an employee notices something suspicious is in place. Please explain and provide supporting evidence:
DAE have a dedicated 24x7 IT Service Desk and SIEM as a first point of call to report any suspicious activity. All Reports will then be investigated by either DAE IT Employees or DAE's IT Service Desk & SIEM, as appropriate, with the CIO ultimately responsible for the neutralization of all suspicious activities reported to DAE's IT Service Desk.
- Information security/cybersecurity is part of the employee performance evaluation (e.g. disciplinary actions). Please explain and provide supporting evidence:
[REDACTED]
- No, we have not implemented policies and procedures for employees with access to critical information.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 61)
- Data Protection Policy, DAE Data Protection Privacy Policy - Feb 2021.pdf (Pages: All)

1.7.3 IT Security/ Cybersecurity Process & Infrastructure

This question assesses if companies have the right processes in place to prevent IT system interruptions and cyberattacks and if they are well-prepared to react in case of such events.

✓ Incident Response

Do you have business continuity / contingency plans and incident response procedures in place and how often do you test them? Please provide supporting evidence of how often these plans/procedures are tested.

- Yes, and we test them at least semi-annually
- ✓ Yes, and we test them at least annually
- Yes, but frequency is less than yearly or not specified
- No, we do not have such plans and procedures in place

Certification

Is your IT infrastructure and information security management system certified to ISO 27001, NIST or similar?

- Yes, the following percentage of our IT infrastructure has been certified:
[REDACTED]
- ✓ No, our IT infrastructure has not been certified.

External Verification and Vulnerability Analysis

Please indicate if there are other additional procedures implemented to assure the security of the IT infrastructure / information security management systems.

- Our IT infrastructure and information security management systems have been audited by external auditors in the last fiscal year. Please provide letter of opinion from the external auditor.

- We conduct third-party vulnerability analysis including simulated hacker attacks. Please provide supporting evidence:
- We do not have processes and infrastructure in place to prevent and/or respond to cyberattacks.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.7.4 IT Security/ Cybersecurity Breaches

This question evaluates how successful your company was in managing information security/cybersecurity risks over the last three years and what the financial impact was. The second part of the question assesses how the financial risk is mitigated through insurance.

- We collect data on information/cybersecurity breaches and incidents.

Currency:

USD - US Dollar

Incidents & Breaches

Has your company experienced breaches of information security or other cybersecurity incidents over the past three years?

Please note that if you did not have any information breaches, fines or accrued liability in an individual year, 0 should be entered in the corresponding box in the table. If you do not know the information, please leave the box empty. See the information text for more information.

Supporting evidence:

	2019	2020	2021
Total number of information security breaches or other cybersecurity incidents			
Total number of data breaches	0	0	0
Total number of customers and employees affected by company's data breach	0	0	0
Total amount of fines/penalties paid in relation to information security breaches or other cybersecurity incident.	0	0	0

Insurance Against Breaches

Do you have insurance cover for information security breaches or other cybersecurity incidents?

- Yes, we have an insurance policy with a maximum value of (please select the relevant range):
 - <10 million
 - 10 million - 100 million
 - >100 million - 500 million
 - >500 million - 1 billion

>1 billion

No, we do not have insurance coverage

We do not collect data on information security/cybersecurity breaches and incidents.

Not applicable. Please provide explanations in the comment box below.

Not known

Company References:

No references attached

1.7.5 MSA Information Security/ Cybersecurity & System Availability

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

████████████████████

Company References:

- No references needed

1.8 Strategy for Emerging Markets

In the Consumer Goods and Services industry, emerging markets account for a substantial part of company revenue generation and demonstrate higher growth rates than mature industrialized markets. As the large multinational food & beverages, consumer products and retail companies are based in mature markets, they need to adapt their products/services and business strategies to the specificities of emerging markets. For instance, local pricing will make products more affordable and hence increase sales. Employing local employees who have a better knowledge of the domestic market can also help develop more focused local strategies and at the same time reduce labor costs. Whilst adaptation is necessary, companies must remain focused on their core business competencies and find innovative ways to maximize the socio-economic benefits generated through their business activities. Our questions focus on a range of issues that increase the likelihood of companies' success in emerging markets.

1.8.1 Emerging Market Exposure & Strategy

Please indicate the percentage of your company's revenues from customers based in emerging markets compared to total corporate revenues (direct revenue exposure to emerging markets, i.e. not revenue from customer headquartered in non-emerging markets and selling in emerging markets). Please also indicate your long-term revenue target from emerging markets (3-5 year target).

- We are a non-emerging market company with emerging market revenues.
Supporting evidence:

Year	FY 2018	FY 2019	FY 2020	FY 2021	Please indicate target and target year
% of revenues from Emerging Markets (as a % of total revenues)					Target share: by target year:

- We are a non-emerging market company, but we have not tracked revenues from emerging markets.
- We are a non-emerging market company, but do not see emerging markets as part of our growth strategy. Please explain why:

[Redacted]

If you are a non-emerging market company, what percentage of your manufacturing activities is located in emerging markets? Please indicate this as a percentage of production volume and EITHER as a percentage of revenues or of COGS. Please also indicate the capex spent in these markets as well as the percentage of staff compared to your total workforce.

Supporting evidence:

Manufacturing activity/ Capex/ Workforce	% in Emerging Markets
% of total production volume	
% of total COGS	
% of total revenues	
Percentage of capex spent on expanding your emerging markets' presence in the last fiscal year:	
At the group level, what is the percentage of staff located in emerging markets compared to the total workforce?	

- Not applicable. We are a company based in emerging markets, hence this criterion is not applicable to us. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

1.8.2 Emerging Markets - R&D

For the following questions, please indicate how your company implements and manages its R&D capabilities in its emerging market operations.

- R&D Capabilities**
Does your company have R&D, design or engineering centers located in Emerging Markets?
 - Yes, our centers are located in (indicate Emerging Markets country/ies):
Amman, Jordan
since (indicate the number of years since the opening of the first center):
1963 years
 - No, but we plan to open a center in (indicate Emerging Markets country/ies):
[Redacted]
in (indicate year):

Capacity Building

Which of the following capacity-building measures does your company take to adapt its R&D approach to Emerging Markets context(s)? Please attach supporting evidence for all of the selected measures:

- Recruitment of local staff
- Re-location or recruitment of experienced R&D staff from developed markets
- Use of knowledge platform, please provide an example:
[REDACTED]
- Training programs
- Others, please specify:
[REDACTED]

Incentives

What incentives does your company offer to attract and retain talented employees from Emerging Markets? Please attach supporting evidence for all of the selected incentives:

- Top range salaries (based on country-specific labour market ranges)
- Long term contracts
- Career development prospects
- Others, please specify:
[REDACTED]

Knowledge Transfer

Which of the following measures does your company take to ensure that the experiences gained in emerging markets-based R&D activities are transferred back to mature operations? Please attach supporting evidence for all of the selected measures:

- We have a global head of R&D responsible for the knowledge transfer
- We organize in-person learning days between R&D teams in developed and Emerging Markets on a yearly basis
- We share best practices on an intranet platform accessible to all R&D staff globally
- Others, please specify

Joramco Academy is an independent educational institute that provides a comprehensive education in order to prepare graduate students for productive aviation careers with a special emphasis on the needs of aircraft maintenance aviation engineering. The Academy offers approved training programs that prepare students for robust productivity and career development with a strong emphasis on knowledge and vital skills. Joramco Academy provides an EASA/CARC approved training to the standards of Part 147/66 at its state-of-the-art facility at Queen Alia International Airport in the Hashemite Kingdom of Jordan meeting the standard requirements of the licensing authorities in categories B1 & B2 (Turbine Engine Aeroplane and Avionics). The Academy is accredited by the Jordan Civil Aviation Regulatory Commission (JCARC), the European Aviation Safety Agency (EASA), and the United Kingdom Civil Aviation Authority (UKCAA) in affiliation with Air Service Training (AST) based in Scotland.

- No such procedures in place
- Not applicable. Please provide explanations in the comment box below why having design or engineering centers located in Emerging Markets is not relevant to your company.
- Not known

Company References:
No references attached

1.8.3 Product Adaptation for Emerging Markets (B2B)

Does your company develop and produce specific business-to-business products for emerging markets?

Yes. Please provide an example of a recently-launched product which has been adapted to an Emerging Markets context, highlighting the distinct characteristics of this product (compared to its "developed market" counterpart in terms of materials, features, suitability, pricing). Please provide supporting evidence.

[Redacted]

No, we have not developed such products.

Not applicable. Please provide explanations in the comment box.

Not known

Company References:

No references attached

1.8.4 Emerging Markets - Manufacturing

For the following questions, please indicate how global standards and your own CSR standards are applied to your manufacturing capabilities in emerging markets. Please provide supporting evidence covering all parts of you answer.

Conforming to Global Standards

How does your company ensure that acquired manufacturing plants in Emerging Markets meet your company's global standards with regard to environmental and social issues?

[Redacted]

Timeframe for Standards

On average, within what timeframe are acquired manufacturing plants in Emerging Markets expected to meet the company's own ESG standards? Within

[Redacted]

year(s)

Cost Mitigation

What measures is your company taking to mitigate rising manufacturing costs in some Emerging Markets? Please provide examples.

Introducing technology-based solutions (e.g. automated manufacturing processes), please specify:

[Redacted]

Improving labour productivity (e.g. training), please specify:

[Redacted]

Relocating manufacturing locations to lower-cost areas, please specify:

[Redacted]

Reviewing procurement agreements or inventory levels, please specify:

[Redacted]

Others, please specify:

[Redacted]

No data available

Not applicable. Please provide explanations in the comment box below.

Not known

Company References:

No references attached

1.8.5 MSA Strategy for Emerging Markets

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

Company References:

- No references needed

2 Environmental Dimension

2.1 Environmental Reporting

Environmental performance is becoming a material issue in all industries. Maintaining transparency through appropriate reporting, and monitoring it at the board level, increases stakeholders' and customers' trust and positively influences the company's reputation and brand equity. While disclosure levels are increasing, quality of reporting varies significantly. Our questions focus on the relevance, scope and timeliness of the information contained in environmental reports, as well as external quality guarantees based on internationally acknowledged reporting standards.

2.1.1 Environmental Reporting - Coverage

This question requires publicly available information.

Does your company publicly report on quantitative environmental indicators? If yes, please indicate where the coverage of these indicators is clearly indicated in your public reporting.

- Yes, we publicly report on environmental indicators. Please select the coverage of the company's publicly available environmental indicators from the dropdown list below (select ONLY if the coverage is the same for all environmental indicators your company reports on):
 - >75% of revenues OR >75% of business operations
 - 50-75% of revenues OR 50-75% of business operations
 - 25-50% of revenues OR 25-50% of business operations
 - <25% of revenues OR <25% of business operations

Please indicate the weblink and the page number where the coverage for all environmental indicators is indicated (in the public domain):

- We report on environmental indicators, but only provide coverage for some environmental data/indicators in our public reporting. Please specify for the three environmental indicators where you have the highest available coverage (select ONLY if you report coverage for individual indicators but not for the full report):

Environmental Indicator, please specify:	Coverage of Indicator (% of revenues or business operations):	Please indicate the weblink and page number where the coverage for the environmental indicator is publically reported:

- We report on environmental indicators, but do not clearly indicate the coverage of the data in our public reporting
- We do not report on environmental indicators.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 70)

2.1.2 Environmental Reporting - Assurance

This question requires publicly available information.

Please indicate below what type of external assurance your company has received in relation to your company's environmental reporting. Please attach supporting evidence indicating where the assurance statement is available in the public domain.

- The assurance statement is an "External Audit" or "External Assurance" produced by assurance specialists (e.g. accountants, certification bodies, specialist consultancies).
- The assurance statement contains a "declaration of independence" which specifies that the assurance provider has no conflict of interest in relation to providing the assurance of environmental data for the company which has been assured.
- The assurance statement is based on a recognized international or national standard (e.g. AA1000AS, ISAE 3000).
- The scope of the assurance statement is clearly indicated in the assurance statement. If the assurance statement only covers some KPIs (but not all) it is clearly indicated which data/KPIs disclosed in the report have been assured (e.g. each KPI assured is marked with an "assurance" symbol/flag).
- The assurance statement contains a conclusion, i.e. either "reasonable assurance" or "limited assurance"
- We do not have any external assurance on our environmental reporting.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 76-78)

2.1.3 MSA Environmental Reporting

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

Company References:

- No references needed

2.2 Environmental Policy & Management Systems

Environmental Management System (EMS) refers to the management of an organization's environmental programs in a comprehensive, systematic, planned and documented manner. It includes the organizational structure, planning and resources to develop them, and the procedure for the implementation and management of the company's policy on environmental resource management. Companies that have adopted an EMS as a management tool are more likely to improve their environmental performance in a cost-effective way and to reduce the risk of incurring fines or penalties for not complying with environmental legislation.

2.2.1 Environmental Policy & Commitments

This question requires publicly available information.

To ensure a successful implementation of a reliable and robust Environmental Management System (EMS), key organisational elements as well as high level commitments need to be defined in a public policy. Does your company have a public environmental policy which covers the following elements of an Environmental Management System?

- ✓ Yes, we have a public environmental policy, and it defines the following elements.
 - ✓ Commitment and oversight to implementation of environmental management policy and/or improving environmental performance. Please select the highest committing decision-making body:
 - Board of directors
 - ✓ Executive management
 - ✓ Roles and responsibilities for implementing environmental management policy
 - ✓ Ensuring compliance with relevant environmental laws and regulations
 - ✓ Commitment to continuous improvement of environmental performance
 - ✓ Commitment to set targets and objectives to reduce environmental impacts

- Measures to raise internal and external stakeholders' awareness of environmental management policy and environmental impacts
- Training for employees to understand the impacts of their work activities on the environment
- We do not have a public environmental policy or none of the elements are covered.
- Not applicable. Please provide explanations in the comment box below
- Not known

Company References:

- ESG Policy, <https://dubaiaerospace.com/wp-content/uploads/2022/02/DAE-ESG-Policy-V1-Feb-2022.pdf>

2.2.2 Coverage of Environmental Management Policy

This question requires publicly available information.

Which parts of your operations, corporate processes and supply chain are covered by your environmental policy? All chosen options should be clearly defined in the **publicly available policy** (i.e. formal policies and not different sections of a report or case study).

- ✓ Our public environmental policy covers the following:
 - ✓ Production operations and business facilities
 - ✓ Products and services
 - Distribution and logistics
 - Management of waste
 - Suppliers, service providers and contractors
 - Other key business partners (e.g. non-managed operations, joint venture partners, licensees, outsourcing partners, etc.)
 - Due-diligence, mergers and acquisitions
 - Other, please specify:
- We do not have an environmental policy publicly available
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- ESG Policy, <https://dubaiaerospace.com/wp-content/uploads/2022/02/DAE-ESG-Policy-V1-Feb-2022.pdf> (Pages: 1)

2.2.3 EMS: Certification/ Audit/ Verification

Please indicate how your Environmental Management System (EMS) is certified / audited / verified and indicate the coverage of this verification for the selected standard.

Please note that the total coverage for all three alternatives should not exceed 100% - to avoid double-counting, for the parts of your operations with multiple certifications/types of verification, only mark one of the three options: indicating the coverage of international standards first, followed by third-party verification and then internal verification. Coverage should be relative to global operations and not only a single subsidiary, region or site. **Please also note that the requested verification only pertains to your Environmental Management System(s), not to your environmental data or reporting.**

- Our Environmental Management System (EMS) is certified / audited / verified.
Please indicate what the coverage figures below are based on (e.g. % of group-wide operations, group-wide revenues, group-wide production sites, total employees, etc.):

Certification / Audit / Verification	Description	Coverage (%)
Our EMS is verified through international standards (e.g. ISO 14001, JIS Q 14001, EMAS certification)	Please specify and attach relevant examples of certification documents:	
Third party certification /audit / verification by specialized companies	Please specify and attach relevant examples of verification documents:	
Internal certification /audit / verification by company's own specialists from headquarters	Please specify and attach relevant examples of verification documents:	
Total (should not exceed 100%)		

- Not certified / audited / verified.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

2.2.4 MSA Environmental Policy & Management Systems

In this section, we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

Company References:

- No references needed

2.3 Operational Eco-Efficiency

Reducing the overall environmental footprint of companies in both the manufacturing and services sectors is crucial, as the risks of financial and reputational costs linked to environmental litigation increase. Producing more with less material is essential for many industries affected by growing natural resource scarcity. The financial industry has an important role to play in minimizing its environmental footprint and facilitating the transition to a low-carbon economy. For all industries, minimizing natural resource consumption and waste-generating activities can lead to lower costs and in some cases, new business opportunities. The key focus of this criterion is on the inputs and outputs of business operations. It assesses trends in natural resource consumption and the production of environmental waste products specific to each industry.

2.3.1 Direct Greenhouse Gas Emissions (Scope 1)

Additional credit may be granted for publicly available evidence.

Please provide your company's total direct greenhouse gas emissions (DGHG SCOPE 1) for the part of your company's operations for which you have a reliable and auditable data acquisition and aggregation system. Please refer to the information button for additional clarifications. For each row in the table, it is mandatory that the values provided are in the same unit. Also, please ensure that you have correctly filled in the Company Information section at the beginning of the questionnaire, and that the coverage in the table below is related to the denominator relevant for your company as indicated in that section.

✓ Direct GHG (Scope 1)	Unit	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for FY 2021?
Total direct GHG emissions (Scope 1)	metric tonnes CO2 equivalents		515.898 met. ton. CO2e	551.467 met. ton. CO2e	577.685 met. ton. CO2e	
Data coverage (as % of denominator)	percentage of: Reported Revenue		100	100	100	

PUBLIC REPORTING

✓ Our data is publicly available. Please provide supporting evidence or web link.

THIRD-PARTY VERIFICATION

✓ Our data has been third-party verified in the most recent financial year reported. Please provide supporting evidence.

DATA CONSISTENCY

We report publicly on this information, but the data in the table above differs from our publicly reported figures. Please provide an explanation in the comment box for this difference:

We have a temporary coverage reduction or target challenge due to corporate actions. Please briefly explain if a merger, acquisition, divestment, etc. has temporarily caused a reduction in your ability to report optimal coverage or caused your target to appear abnormal:

We are not able to report this information in absolute terms, the information provided in the table above is normalized data. For the purpose of this question, please always provide absolute figures if available.

We only report combined on Scope 1 & Scope 2 emissions. Please provide the combined figures in the table above and mark "Not applicable" in the next question (EP - Indirect Greenhouse Gas Emissions (Scope 2)).

- We do not track direct greenhouse gas emissions (Scope 1)
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 70)
- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 76-78)

2.3.2 Indirect Greenhouse Gas Emissions (Scope 2)

Additional credit may be granted for publicly available evidence.

Please provide your company's indirect greenhouse gas emissions from energy purchased (purchased and consumed, i.e. without energy trading) (IGHG SCOPE 2) for the part of your company's operations for which you have a reliable and auditable data acquisition and aggregation system. Please refer to the information button for additional clarifications. For each row in the table, it is mandatory that the values provided are in the same unit. Also, please ensure that you have correctly filled in the Company Information section at the beginning of the questionnaire, and that the coverage in the table below is related to the denominator relevant for your company as indicated in that section.

✓ IGHG (Scope 2)	Unit	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for FY 2021?
Location-based	metric tonnes of CO2 equivalents		1004.261 met. ton. CO2e	715.146 met. ton. CO2e	926.715 met. ton. CO2e	
Data coverage (as % of denominator)	percentage of: Reported Revenue		100	100	100	
Market-based	metric tonnes of CO2 equivalents					
Data coverage (as % of denominator)	percentage of:					

We only operate in markets that do not provide contractual instruments nor supplier-specific emission data, hence we can only report location-based emissions.

PUBLIC REPORTING

✓ Our data is publicly available. Please provide supporting evidence or web link.

THIRD-PARTY VERIFICATION

- Our data has been third-party verified in the most recent financial year reported. Please provide supporting evidence.

DATA CONSISTENCY

- We report publicly on this information, but the data in the table above differs from our publicly reported figures. Please provide an explanation in the comment box for this difference:

[REDACTED]

- We have a temporary coverage reduction or target challenge due to corporate actions. Please briefly explain if a merger, acquisition, divestment, etc. has temporarily caused a reduction in your ability to report optimal coverage or caused your target to appear abnormal:

[REDACTED]

- We are not able to report this information in absolute terms, the information provided in the table above is normalized data. For the purpose of this question, please always provide absolute figures if available.

- We do not track indirect greenhouse gas emissions
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 70)
- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 76-78)

2.3.3 Energy Consumption

Additional credit may be granted for publicly available evidence.

Please complete the following table about total energy consumption. For each row in the table, it is mandatory that the values provided are in the same unit. Please see the Information Button for definitions of the cost options. Also, please ensure that you have correctly filled in the Company Information section at the beginning of the questionnaire, and that the coverage in the table below is related to the denominator relevant for your company as indicated in that section.

<input checked="" type="checkbox"/>	Total energy consumption	Unit	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for FY 2021?
	Total non-renewable energy consumption	MWh		4700 MWh	3400 MWh	4400 MWh	
	Total renewable energy consumption	MWh		0 MWh	0 MWh	0 MWh	

Total energy consumption	Unit	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for FY 2021?
Data coverage (as % of denominator)	percentage of: Reported Revenue		100	100	100	

PUBLIC REPORTING

Our data is publicly available. Please provide supporting evidence or web link.

THIRD-PARTY VERIFICATION

Our data has been third-party verified in the most recent financial year reported. Please provide supporting evidence.

DATA CONSISTENCY

We report publicly on this information, but the data in the table above differs from our publicly reported figures. Please provide an explanation in the comment box for this difference:

We have a temporary coverage reduction or target challenge due to corporate actions. Please briefly explain if a merger, acquisition, divestment, etc. has temporarily caused a reduction in your ability to report optimal coverage or caused your target to appear abnormal:

We are not able to report this information in absolute terms, the information provided in the table above is normalized data. For the purpose of this question, please always provide absolute figures if available.

No, we do not track energy consumption.

Not applicable. Please provide explanations in the comment box below.

Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 70)
- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 76-78)

2.3.4 Water Consumption

Additional credit may be granted for publicly available evidence.

Please provide your company's total net fresh water consumption, including data for fresh water extraction and consumption. Please refer to the information button for additional information. For each row in the table, it is mandatory that the values are provided in the same unit. Also, please ensure that you have correctly filled in the Company Information section at the beginning of the questionnaire, and that the coverage in the table below is related to the denominator relevant for your company as indicated in that section. **If your company's final product is water (e.g. water utilities), please mark "Not applicable" in this question.**

✓	Water Consumption	Unit	Financial Year 2018	Financial Year 2019	Financial Year 2020	Financial Year 2021	Please indicate what was your target for the FY 2021
	A. Withdrawal: Total municipal water supplies (or from other water utilities)	Million cubic meters		0.0209 Million m ³	0.0158 Million m ³	0.0238 Million m ³	
	B. Withdrawal: Fresh surface water (lakes, rivers, etc.)	Million cubic meters		0 Million m ³	0 Million m ³	0 Million m ³	
	C. Withdrawal: Fresh groundwater	Million cubic meters		0 Million m ³	0 Million m ³	0 Million m ³	
	D. Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted (only applies to B and C)	Million cubic meters		0 Million m ³	0 Million m ³	0 Million m ³	
	E. TOTAL NET FRESH WATER CONSUMPTION (A+B+C-D)	Million cubic meters		0.0209 Million m ³	0.0158 Million m ³	0.0238 Million m ³	
	Data Coverage (as % of denominator)	percentage of Reported Revenue		100	100	100	

PUBLIC REPORTING

✓ Our data is publicly available. Please provide supporting evidence or web link.

THIRD PARTY VERIFICATION

✓ Our data has been third-party verified in the most recent financial year reported. Please provide supporting evidence.

DATA CONSISTENCY

We report publicly on this information, but the data in the table above differs from our publicly reported figures. Please provide an explanation in the comment box for this difference:

We have a temporary coverage reduction or target challenge due to corporate actions. Please briefly explain if a merger, acquisition, divestment, etc. has temporarily caused a reduction in your ability to report optimal coverage or caused your target to appear abnormal:

[Redacted]

We are not able to report this information in absolute terms, the information provided in the table above is normalized data. For the purpose of this question, please always provide absolute figures if available.

- We do not track water withdrawal.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 70)
- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 76-78)

2.3.5 Waste Disposal

Additional credit may be granted for publicly available evidence.

Please provide a breakdown of your company's **total solid waste recycled/reused and disposed**, disaggregated by the type of disposal method, for the part of your company's operations for which you have a reliable and auditable data acquisition and aggregation system. If you don't use a specific waste disposal method, please indicate "0". If you only have the breakdown of your waste disposed for some methods, please report these values in the respective rows and leave the other rows blank.

For each row in the table, it is mandatory that the values provided are in the same unit. Please also ensure that you have correctly filled in the "Company Information" section at the beginning of the questionnaire and that the coverage in the table below is related to the denominator relevant for your company as indicated in that section.

If you have the **EP - Hazardous Waste, EP – Ash & Gypsum Waste and/or EP - Mineral Waste** questions in your industry questionnaire, please report information pertaining to these types of waste in those separate questions. If you **do not** have those questions in your industry questionnaire, please include all types of data here (e.g., including hazardous waste).

✓	Unit	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for FY 2021?
Total waste recycled/reused	metric tonnes					
Total waste disposed	metric tonnes		5880 metric tonnes	5780 metric tonnes	5850 metric tonnes	
- Waste landfilled	metric tonnes					

	Unit	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for FY 2021?
- Waste incinerated with energy recovery	metric tonnes					
- Waste incinerated without energy recovery	metric tonnes					
- Waste otherwise disposed, please specify:	metric tonnes					
- Waste with unknown disposal method	metric tonnes		5880 metric tonnes	5780 metric tonnes	5850 metric tonnes	
Data coverage (as % of denominator)	percentage of: Reported Revenue		100	100	100	

PUBLIC REPORTING

- Our data on total waste disposed and/or waste generated and recycled/ reused (for at least the most recent financial year reported) is publicly available. Please provide supporting evidence or web link.

THIRD-PARTY VERIFICATION

- Our data has been third-party verified in the most recent financial year reported. Please provide supporting evidence.

DATA CONSISTENCY

- We report publicly on this information, but the data in the table above differs from our publicly reported figures. Please provide an explanation in the comment box for this difference:

[Redacted]

- We have a temporary coverage reduction or target challenge due to corporate actions. Please briefly explain if a merger, acquisition, divestment, etc. has temporarily caused a reduction in your ability to report optimal coverage or caused your target to appear abnormal:

[Redacted]

- We are not able to report this information in absolute terms, the information provided in the table above is normalized data. For the purpose of this question, please always provide absolute figures if available.

- We do not track solid waste disposed.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 70)
- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 76-78)

2.3.6 Scope 3 GHG Emissions

Please specify the top three most relevant sources of scope 3 emissions to your organization which accounted for the majority of your scope 3 emissions in FY 2021. For each source you select, please provide an explanation of the relevance of the source to your business and an explanation of the calculation methodology used. Please provide supporting evidence.

✓ Source	Explanation for relevance	Metric tons CO2e	Emissions calculation methodology	Percentage of emissions calculated using data obtained from suppliers or value chain partners
<ul style="list-style-type: none"> <input type="radio"/> Purchased goods and services (upstream) <input type="radio"/> Capital goods (upstream) <input type="radio"/> Fuel- and energy-related activities (not included in Scope 1 or Scope 2) <input type="radio"/> Upstream transportation and distribution <input type="radio"/> Waste generated in operations (composting, incinerating) <input type="radio"/> Business travel <input type="radio"/> Employee commuting <input type="radio"/> Upstream leased assets <input type="radio"/> Downstream transportation and distribution <input type="radio"/> Processing of sold products (downstream) <input type="radio"/> Use of sold products <input type="radio"/> End-of-life treatment of sold products <input checked="" type="radio"/> Downstream leased assets <input type="radio"/> Franchises <input type="radio"/> Investments <input type="radio"/> Other upstream <input type="radio"/> Other downstream 	<p>DAE's Primary Business is the downstream leasing of aircraft to airline customers globally</p>	<p>5490581.971 met. ton. CO2e</p>	<p>DAE receives emissions reports from an independent third party emissions monitoring tool that provides flight-by-flight analysis of all DAE's aircraft in order to calculate the emissions of each flight</p>	<p>0</p>

Source	Explanation for relevance	Metric tons CO2e	Emissions calculation methodology	Percentage of emissions calculated using data obtained from suppliers or value chain partners
<ul style="list-style-type: none"> <input type="radio"/> Purchased goods and services (upstream) <input type="radio"/> Capital goods (upstream) <input type="radio"/> Fuel- and energy-related activities (not included in Scope 1 or Scope 2) <input type="radio"/> Upstream transportation and distribution <input type="radio"/> Waste generated in operations (composting, incinerating) <input type="radio"/> Business travel <input type="radio"/> Employee commuting <input type="radio"/> Upstream leased assets <input type="radio"/> Downstream transportation and distribution <input type="radio"/> Processing of sold products (downstream) <input type="radio"/> Use of sold products <input type="radio"/> End-of-life treatment of sold products <input type="radio"/> Downstream leased assets <input type="radio"/> Franchises <input checked="" type="radio"/> Investments <input type="radio"/> Other upstream <input type="radio"/> Other downstream 	<p>DAE also takes minority investment stakes in aircraft holding companies owned by financial institutions and manages those aircraft on behalf of the majority owner/s. These aircraft are also downstream leased to airlines around the world</p>	<p>66496.752 met. ton. CO2e</p>	<p>DAE receives emissions reports from an independent third party emissions monitoring tool that provides flight-by-flight analysis of all DAE's aircraft in order to calculate the emissions of each flight, and uses the equity share consolidation methodology to account for aircraft holding company investments</p>	<p>0</p>

Source	Explanation for relevance	Metric tons CO2e	Emissions calculation methodology	Percentage of emissions calculated using data obtained from suppliers or value chain partners
<ul style="list-style-type: none"> <input type="radio"/> Purchased goods and services (upstream) <input type="radio"/> Capital goods (upstream) <input type="radio"/> Fuel- and energy-related activities (not included in Scope 1 or Scope 2) <input type="radio"/> Upstream transportation and distribution <input type="radio"/> Waste generated in operations (composting, incinerating) <input type="radio"/> Business travel <input checked="" type="radio"/> Employee commuting <input type="radio"/> Upstream leased assets <input type="radio"/> Downstream transportation and distribution <input type="radio"/> Processing of sold products (downstream) <input type="radio"/> Use of sold products <input type="radio"/> End-of-life treatment of sold products <input type="radio"/> Downstream leased assets <input type="radio"/> Franchises <input type="radio"/> Investments <input type="radio"/> Other upstream <input type="radio"/> Other downstream 	<p>All of DAE's employees commute on a regular basis to and from the office or facility in which they are based</p>	<p>2269.501 met. ton. CO2e</p>	<p>DAE uses an estimated calculation methodology which is explained in DAE's ESG Reporting, and is based on DEFRA adjustment factors for the relevant cars and vehicles that are used to transport employees to and from their office or facility</p>	<p>0</p>

We do not consider Scope 3 emissions.

- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 70)

2.3.7 MSA Operational Eco-Efficiency

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

**Company References:**

- No references needed

2.4 Climate Strategy

Most industries are likely to be impacted by climate change, albeit to a varying degree; consequently, they face a need to design strategies commensurate to the scale of the challenge for their industry. While most focus on the risks associated with a changing climate, some seek to identify and seize the business opportunities linked to this global challenge. Most of the questions in this criterion have been developed in alignment with the CDP methodology as part of a collaboration between us and CDP (<https://www.cdproject.net>).

Additionally, some questions in this criterion are aligned with the Task Force on Climate-related Financial Disclosure (TCFD, <https://www.fsb-tcf.org/>), which published in 2017 a set of recommendations for voluntary and consistent climate-related financial risk disclosures in mainstream reporting. While the developed disclosure recommendations are voluntary, investors demand for companies to report in line with TCFD is growing exponentially and governments are starting to move toward requiring TCFD disclosures through regulation.

Finally, the EU action plan on sustainable finance and its EU Taxonomy Regulation on the establishment of a framework to facilitate sustainable investment have also been considered in the further development of this criterion. (Regulation (EU) 2020/852).

2.4.1 TCFD Disclosure

This question requires publicly available information.

Does your organization apply the TCFD framework in the management of climate-related risks and opportunities? Please indicate where this information is available in your public reporting.

- Yes, we integrate the TCFD or are in the process of integrating it and publicly address the following requirements:

Governance

- a) Describe the board's oversight of climate related risks and opportunities.
- b) Describe management's role in assessing and managing climate-related risks and opportunities.

Strategy

- a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.
- b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.
- c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Risk Management

- a) Describe the organization's processes for identifying and assessing climate-related risks.
- b) Describe the organization's processes for managing climate-related risks.
- c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

Metrics & Targets

- a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
 - b) Disclose Scope 1, Scope 2, and if appropriate Scope 3 greenhouse gas (GHG) emissions, and the related risks.
 - c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.
- ✓ We have publicly committed to integrating TCFD, but we do not yet report on any of the requirements. Please indicate the timeframe when you plan to disclose on the requirements:
- 2022
 - 2023
 - 2024 or later
- No, we do not apply the TCFD framework in our risk management. Please explain the reason.
[REDACTED]
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:**No references attached****2.4.2 Climate-Related Management Incentives**

Do you provide incentives for the management of climate change issues, including the attainment of targets?

- Yes. Please provide further details on the climate change-related incentives provided, starting from the highest management level, and add supporting evidence.

Who is entitled to benefit from this incentive? Select each option only once	Type of incentive	Incentivized KPIs: Please provide a description of the KPI and how it is incentivized
<input type="radio"/> Chief Executive Officer (CEO) <input type="radio"/> Other Named Executive Officers <input type="radio"/> Business Unit Managers <input type="radio"/> Employees <input type="radio"/> Other, please specify	<input type="radio"/> Monetary <input type="radio"/> Recognition <input type="radio"/> Other	<input type="radio"/> Emissions reduction <input type="radio"/> Energy reduction <input type="radio"/> Efficiency <input type="radio"/> Purchasing <input type="radio"/> Supply chain engagement <input type="radio"/> Other, please specify
<input type="radio"/> Chief Executive Officer (CEO) <input type="radio"/> Other Named Executives Officers <input type="radio"/> Business Unit Managers <input type="radio"/> Employees <input type="radio"/> Other, please specify	<input type="radio"/> Monetary <input type="radio"/> Recognition <input type="radio"/> Other	<input type="radio"/> Emissions reduction <input type="radio"/> Energy reduction <input type="radio"/> Efficiency <input type="radio"/> Purchasing <input type="radio"/> Supply chain engagement <input type="radio"/> Other, please specify
<input type="radio"/> Chief Executive Officer (CEO) <input type="radio"/> Other Named Executives <input type="radio"/> Business Unit Managers <input type="radio"/> Employees <input type="radio"/> Other, please specify	<input type="radio"/> Monetary <input type="radio"/> Recognition <input type="radio"/> Other	<input type="radio"/> Emissions reduction <input type="radio"/> Energy reduction <input type="radio"/> Efficiency <input type="radio"/> Purchasing <input type="radio"/> Supply chain engagement <input type="radio"/> Other, please specify

- No, we do not provide incentives for the management of climate change issues
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

2.4.3 Climate Change Strategy

How are your organizations’ processes for identifying, assessing, and managing climate-related issues integrated into your over-all risk management? Please attach supporting evidence.

- Integrated into multi-disciplinary company-wide risk management processes, i.e. a documented process where climate change risks and opportunities are integrated into the company’s centralized enterprise risk management program covering all types/sources of risks and opportunities
- A specific climate change risk management process, i.e. a documented process which considers climate change risks and opportunities separate from other business risks and opportunities

- There are no documented processes for assessing and managing risk and opportunities from climate change.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- ESG Policy, <https://dubaiaerospace.com/wp-content/uploads/2022/02/DAE-ESG-Policy-V1-Feb-2022.pdf> (Pages: 5)

2.4.4 Climate Risk Assessment - Physical Risks

Additional credit may be granted for publicly available evidence.

Has your company assessed physical risks related to climate change?

- Yes, we have completed an assessment of material physical climate risks for our company and it has the following characteristics.

Scenario analysis

Please provide supporting evidence for options selected below and indicate if the evidence is publicly available.

- We publicly report on our scenario analysis for physical risks
- We use qualitative climate-related scenario analysis
- We use quantitative climate-related scenario analysis
- We use qualitative and quantitative climate-related scenario analysis
- We do not use climate-related scenario analysis

If your organization uses climate-related scenarios for physical risks, please select any that apply:

- RCP 1.9
- RCP 2.6
- RCP 3.4
- RCP 4.5
- RCP 6.0
- RCP 7.0
- RCP 8.5
- Other physical risk scenario, please provide a detailed description (see Data Requirements):
[REDACTED]

Scope and focus of risk assessment

Please provide supporting evidence for options selected below and indicate if the evidence is publicly available.

- We publicly report on the scope and focus of the assessment
- The scope of our assessment includes our own operations
Please select the type(s) of assessment that apply:
 - Context-specific assessment of the physical impacts of climate change for each asset (covering majority of assets)
 - General level assessment on the physical impacts of climate change

- Assessment is based on short-, medium-, and long-term horizons considering the expected lifetime of the assets or activities
- The scope of our assessment includes our upstream activities
- The scope of our assessment includes our downstream activities and clients
- We have not completed a climate-related risk assessment for physical risks.
- Not applicable. We do not consider our company's assets or operations to be exposed to physical climate risks. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

2.4.5 Climate Risk Assessment - Transition Risks

Additional credit may be granted for publicly available evidence.

Has your company assessed transition risks related to climate change?

- Yes, we have completed an assessment of material transition climate risks for our company and it has the following characteristics.

Scenario Analysis

Please provide supporting evidence for options selected below and indicate if the evidence is publicly available.

- We publicly report on our scenario analysis for transition risks
- We use qualitative climate-related scenario analysis
- We use quantitative climate-related scenario analysis
- We use qualitative and quantitative climate-related scenario analysis
- We do not use climate-related scenario analysis

If your organization uses climate-related scenarios for transition risks, please select any that apply:

- IEA NZE 2050
- IEA 2DS
- IEA B2DS
- IEA 450
- Greenpeace
- DDPP
- IEA SDS
- IEA STEPS (previously IEA NPS)
- IEA CPS
- IRENA
- IEA APS or Nationally determined contributions (NDCs)
- BNEF NEO
- NGFS Scenarios or REMIND or MESSAGE-GLOBIOM (Financial Services only)
- Other transition risk scenario, please provide a detailed description (see Data Requirements):

Scope and focus of risk assessment

Please provide supporting evidence for options selected below and indicate if the evidence is publicly available.

- We publicly report on the scope and focus of the assessment
- The scope of our assessment includes our own operations
Please select the type(s) of assessment that apply:
 - Assessment of transition risk based on potential scenarios for legislation, technological development or market conditions
 - Assessment is based on short-, medium-, and long-term horizons considering the expected lifetime of the assets or activities
- The scope of our assessment includes our upstream activities
- The scope of our assessment includes our downstream activities and clients
- We have not completed a climate-related risk assessment for transition risks.
- Not applicable. We do not consider our company's assets or operations to be exposed to transition risks related to climate change. Please provide explanations in the comment box below.
- Not known

Company References:

- ESG Policy, <https://dubaiaerospace.com/wp-content/uploads/2022/02/DAE-ESG-Policy-V1-Feb-2022.pdf> (Pages: 5)

2.4.6 Physical Climate Risk Adaptation

Additional credit may be granted for publicly available evidence.

Based on your climate risk assessment, has your company set up a plan to adapt to the identified physical climate risks? Please provide supporting evidence and indicate where this is available in the public domain.

- Yes, we have a **context-specific plan** to adapt to physical climate risks in existing and/or new operations.
Please provide supporting evidence and indicate if this is available in the public domain.
 - We publicly report on our context-specific plan to adapt to physical risks
 - The risk assessment and plan to adapt to physical climate risks cover the following share of our **existing operations** (Percentage of total revenues):

The plan includes a target to implement relevant adaptation measures within the following timeline for existing operations:

 - Less than 5 years
 - 5 to 10 years
 - More than 10 years
 - The risk assessment and plan to adapt to physical climate risks cover the following share of our **new operations** (Percentage of new operations):
 - We have no new asset planned.

- Yes, we have an **overall plan** to adapt to potential physical climate risks. Please provide supporting evidence and indicate if this is available in the public domain.
 - We publicly report on overall plan to adapt to physical risksThe plan includes a target to implement relevant adaptation measures within the following timeline:
 - Less than 5 years
 - 5 to 10 years
 - More than 10 years
- No, we have no existing plan to adapt to physical climate risks.
- Not applicable. We have performed a climate risk assessment for physical risks, but do not consider our company's assets and operations to be exposed to any material physical risks. Please provide a detailed explanation in the comment box below.
- Not known

Company References:
No references attached

2.4.7 Climate-Related Targets

Does your company have any corporate-level climate-related targets? Please fill out the "Alternative Method" table only if your organization does not use the Standard Method. If your company also answers to the question Net-Zero Commitment, then please provide the details of the related short-term emission reduction target in this question.

- Standard Method - We have absolute and/or relative (intensity) emissions targets:**
Supporting evidence describing your absolute and/or relative (intensity) emissions targets:

	Targets	Is this a science-based target?	Scope	% emissions in Scope	Baseline year	Emission of baseline year in absolute tons of CO2e	Intensity measure Metric	Target was set in year	% reduction from baseline year	Target year	% achieved (emission reductions)
Absolute targets	<input checked="" type="radio"/> Targets set <input type="radio"/> No targets set <input type="radio"/> Not known	<input type="radio"/> Yes <input checked="" type="radio"/> No	<input type="radio"/> Scope 1 <input type="radio"/> Scope 2 <input type="radio"/> Scope 1 and Scope 2 combined <input checked="" type="radio"/> Scope 1 and Scope 2, but separately <input type="radio"/> Not known	0.03	2019 Fiscal Year	1416.517 met. ton. CO2e		2022 Fiscal Year	50	2035 Fiscal Year	
Relative (intensity) targets	<input type="radio"/> Targets set <input type="radio"/> No targets set <input type="radio"/> Not known	<input type="radio"/> Yes <input type="radio"/> No	<input type="radio"/> Scope 1 <input type="radio"/> Scope 2 <input type="radio"/> Scope 1 and Scope 2 combined <input type="radio"/> Scope 1 and Scope 2, but separately <input type="radio"/> Not known				Value of baseline intensity measure Definition of intensity measure used:				

Alternative Method - We have other key climate-related targets:
Supporting evidence describing your alternative key-climate related targets:

Target	KPI - Metric numerator	KPI - Metric denominator (for intensity targets only)	Baseline year	Target was set in year	Target year	KPI in baseline year	KPI in target year	Is the target part of an overarching initiative? (please specify)
<input type="radio"/> Energy production <input type="radio"/> Energy usage <input type="radio"/> Engagement with suppliers <input type="radio"/> Land use <input type="radio"/> Methane reduction target <input type="radio"/> R&D investments <input type="radio"/> Renewable energy consumption <input type="radio"/> Renewable energy production <input type="radio"/> Renewable fuel <input type="radio"/> Waste <input type="radio"/> Other, please specify								<input type="radio"/> RE100 <input type="radio"/> EP100 <input type="radio"/> EV100 <input type="radio"/> Below50 - sustainable fuels <input type="radio"/> Science-based targets initiative <input type="radio"/> Reduce short-lived climate pollutants <input type="radio"/> Remove deforestation <input type="radio"/> Low-carbon Technology Partnerships Initiatives <input type="radio"/> Other, please specify

- We do not set any targets for GHG emissions.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 15)

2.4.8 Internal Carbon Pricing

Please indicate if your company uses an internal price of carbon. If yes, please specify your company’s objective to implement an internal carbon price and provide details of how this is being used within the organization and what the internal carbon price is. **In case your company uses more than one type of internal carbon prices, please report the price that has the greatest impact on your organization (i.e. price * quantity of emissions generated).**

- Yes, we use an internal price of carbon. Please specify your company’s objective to implement an internal carbon price and fill out the table below. Please attach supporting evidence.
 - Navigate GHG regulations
 - Stakeholder expectations
 - Change internal behavior
 - Drive energy efficiency
 - Drive low-carbon investments
 - Stress test investments
 - Identify and seize low-carbon opportunities
 - Supplier engagement
 - Other, please specify:
[Redacted]

GHG Scope	Type of internal carbon price	Application	Price (per metric tonne CO2e)	Price setting approach
<input type="checkbox"/> Scope 1 <input type="checkbox"/> Scope 2 <input type="checkbox"/> Scope 3	<input type="checkbox"/> Shadow price <input type="checkbox"/> Internal fee <input type="checkbox"/> Internal trading <input type="checkbox"/> Implicit price <input type="checkbox"/> Offsets <input type="checkbox"/> Other, please specify: [Redacted]	<input type="radio"/> Company-wide (with local variations accepted) <input type="radio"/> Selected business units <input type="radio"/> Selected regions <input type="radio"/> Ad-hoc	Currency:	<input type="radio"/> External resources <input type="radio"/> Benchmarking against peers <input type="radio"/> Internal consultation <input type="radio"/> Technical analyses

- No, we do not use an internal price of carbon
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

2.4.9 Net-Zero Commitment

This question requires publicly available information.

Has your company publicly committed to reaching net-zero GHG emissions and set targets and programs to fulfil the commitment? *Please note that this question should only be answered if a near-term absolute or relative emission reduction target is reported in the previous question Climate-Related Target.*

- ✓ Yes, we have publicly committed to reaching net-zero emissions across our value chain. Please provide details of a long-term emission reduction target linked to your net-zero commitment and indicate where this is available in your public reporting.

Target Time Frame	Target scope & related emission reduction target	Is the target validated by Science-Based Targets initiative?
Base Year 2019 Fiscal Year Target Year 2050 Fiscal Year	Scope 1 & 2 Scope 3	<input type="radio"/> Yes <input type="radio"/> No, but we have publicly committed to seek validation to the target by SBTi <input type="radio"/> No, but we consider the target to be science-based <input checked="" type="radio"/> No, the target is not science-based

Net-zero Strategy:

- We have defined or already implemented programs or activities to achieve the emission reduction targets.
 - Scope 1 & 2
 - Scope 3
- We intend to neutralize residual emissions and/or further mitigate emissions beyond our value chain with the following activities:
 - Offsetting, e.g., purchasing carbon credits
 - Investing in permanent carbon removal
- No, we don't have a public net-zero commitment.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

2.4.10 MSA Climate Strategy

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective to verify the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.



Company References:
• No references needed

3 Social Dimension

3.1 Social Reporting

Social performance is becoming a material issue in all industries, and is an aspect directly linked to the companies' reputation and brand equity. Maintaining transparency through appropriate reporting and board-level monitoring increases stakeholders' and customers' trust. While disclosure levels are increasing, the quality of reporting varies significantly and thus Our questions focus on the relevance and scope of the information contained in social reports, as well as external assurance based on internationally-acknowledged reporting standards.

3.1.1 Social Reporting - Coverage

This question requires publicly available information.

Does your company publicly report on quantitative social indicators? If yes, please indicate where the coverage of these indicators is clearly indicated in your public reporting.

- Yes, we publicly report on social indicators. Please select the coverage of the company's publicly available social indicators from the dropdown list below (select ONLY if the coverage is the same for all social indicators your company reports on):
 - >75% of revenues OR >75% of business operations
 - 50-75% of revenues OR 50-75% of business operations
 - 25-50% of revenues OR 25-50% of business operations
 - <25% of revenues OR <25% of business operations

Please indicate the weblink and the page number where the coverage for all social indicators is indicated (in the public domain):

- Yes, we report on social indicators, but only provide coverage for some social data/indicators in our public reporting. Please specify for the three social indicators where you have the highest available coverage (select ONLY if you report coverage for individual indicators but not for the full report):

Social indicator, please specify:	Coverage of Indicator (% of revenues or business operations):	Please indicate the weblink and page number where the coverage for the social indicator is publicly reported:

- We report on social indicators, but do not clearly indicate the coverage of the data in our public reporting.
- We do not report on social indicators.
- Not applicable. Please provide explanations in the comment box below.

Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 37-40)

3.1.2 Social Reporting - Assurance

This question requires publicly available information.

Please indicate below what type of external assurance your company has received in relation to your company's social reporting. Please attach supporting evidence, indicating where the assurance statement is available in the public domain.

- The assurance statement is an "External Audit" or "External Assurance" produced by assurance specialists (e.g. accountants, certification bodies, specialist consultancies)
 - The assurance statement contains a "declaration of independence" which specifies that the assurance provider has no conflict of interest in relation to providing the assurance of social data for the company which has been assured
 - The assurance statement is based on a recognized international or national standard (e.g. AA1000AS, ISAE 3000)
 - The scope of the assurance is clearly indicated in the assurance statement. If the assurance statement only covers some KPIs (but not all) it is clearly indicated which data / KPIs disclosed in the report have been assured (e.g. each KPI assured is marked with an "assurance" symbol / flag).
 - The assurance statement contains a conclusion, i.e. either "reasonable assurance" or "limited assurance"
- We do not have any external assurance on our social reporting.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 76-78)

3.1.3 MSA Social Reporting

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

████████████████████

Company References:

- No references needed

3.2 Labor Practice Indicators

Employees represent one of a company's most important assets. Maintaining good relations with employees is essential for the success of businesses' operations, particularly in industries characterized by organized labor. Beyond providing a safe and healthy working environment, companies should support fair treatment practices such as guaranteeing diversity, ensuring equal remuneration and supporting freedom of association. In accordance with international standards on labor and human rights, companies are increasingly expected to adhere to and apply these standards equally across all operations within the organization. Furthermore, growing customer awareness leads to higher expectations from companies in their role as global corporate citizens and their ability to drive sustainable business practices forward. The key focus of the criterion is on gender diversity in management, equal remuneration, and freedom of association.

3.2.1 Discrimination & Harassment

This question requires publicly available information.

Does your company have a public group-wide non-discrimination and anti-harassment policy, and what are the measures in place to effectively deal with discrimination and harassment in the workplace?

- Our policy and measures include the following:
- Explicit statement prohibiting harassment:
 - Sexual harassment
 - Non-sexual harassment
 - Zero tolerance policy for discrimination
 - Trainings for all employees on discrimination and harassment in the workplace
 - Defined escalation process for reporting incidents
 - Corrective or disciplinary action taken in case of discriminatory behavior or harassment
 - We disclose the number of incidents of discrimination and harassment reviewed in the last fiscal year:
██████████
- We do not have a public group-wide non-discrimination and anti-harassment policy.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.2.2 Workforce Breakdown: Gender

Additional credit may be granted for publicly available evidence.

Does your company monitor the following indicators regarding workforce gender diversity? If so, please complete the table. Please provide the coverage reported on as a percentage of FTEs and attach supporting public evidence where indicated if available.

Please also indicate whether you have set a public target for women representation. We expect companies to have set at least one public target for one representation level in order to meet our requirements for the targets. We do not expect companies to have targets for each level of representation.

Yes, we monitor the following indicators:

Please select the coverage of the data reported on as a % of FTEs:

- >75% of FTEs
- 50-75% of FTEs
- 25-50% of FTEs
- <25% of FTEs

Diversity Indicator	Percentage (0 - 100 %)	Public Target
Share of women in total workforce (as % of total workforce)	9 <input checked="" type="checkbox"/> Public reporting available:	Target year: <input type="checkbox"/> Public reporting:
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	26 <input checked="" type="checkbox"/> Public reporting available:	Target year: <input type="checkbox"/> Public reporting:
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	<input type="checkbox"/> Public reporting available:	Target year: <input type="checkbox"/> Public reporting:
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	<input type="checkbox"/> Public reporting available:	Target year: <input type="checkbox"/> Public reporting:
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	<input type="checkbox"/> Public reporting available:	Target year: <input type="checkbox"/> Public reporting:
Share of women in STEM-related positions (as % of total STEM positions)	<input type="checkbox"/> Public reporting available:	Target year: <input type="checkbox"/> Public reporting:

- No, we do not monitor the gender breakdown of our workforce.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 37-39)
- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 37-39)

3.2.3 Workforce Breakdown: Race/ Ethnicity & Nationality

Additional credit may be granted for publicly available evidence.

Does your company provide a breakdown of its workforce according to racial and ethnic self-identifications, or nationality? Please refer to the information button for further guidance on which option to select. Please provide the coverage reported on as a percentage of FTEs and attach supporting public evidence where indicated if available.

- At least 20% of our workforce is based in the US and we monitor the breakdown of our workforce according to ethnic and racial indicators.
Please select the coverage of the data reported on as a % of FTEs:
 - >75% of FTEs
 - 50-75% of FTEs
 - 25-50% of FTEs
 - <25% of FTEs

Breakdown	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Asian		
Black or African American		
Hispanic or Latino		
White		
Indigenous or Native		
Other, please specify:		

- This information is publicly available. Please provide supporting evidence:
- Less than 20% of our workforce is based in the US and we monitor the breakdown of our workforce according to under-represented and structurally disadvantaged ethnic and racial minorities. If you are not able or allowed to provide such a breakdown, please report on the breakdown of your workforce based on nationality. Please fill in the table below with the relevant categories used.
 - We report on the breakdown of our workforce based on ethnic and racial minorities. Please specify the ethnic and racial categories in the table below.
 - We are not able or allowed to report on ethnic and racial minorities, and therefore provide a breakdown based on nationality. Please specify the nationalities which make up the highest percentage of your workforce in the table below.

This information is publicly available. Please provide supporting evidence:

Please select the coverage of the data reported on as a % of FTEs:

- >75% of FTEs
- 50-75% of FTEs
- 25-50% of FTEs
- <25% of FTEs

Breakdown based on, please specify:	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Category name:		
Category name:		
Category name:		
Category name: <input type="checkbox"/> Not relevant		
Category name: <input type="checkbox"/> Not relevant		
Category name: <input type="checkbox"/> Not relevant		

- No, we do not monitor the breakdown of our workforce according to ethnic or racial minorities.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.2.4 Workforce Breakdown: Other Minorities

Does your company **publicly disclose** on the breakdown of its workforce based on the diversity indicators provided below? If so, please complete the table accordingly. Please attach supporting public evidence where indicated and provide the coverage reported on as a percentage of FTEs.

We do not expect companies to report on all three indicators. We expect at least one of these indicators (disability, LGBTQI+ identification, age or another relevant category) to be reported publicly.

- Yes, we monitor the breakdown of our workforce according to the following diversity indicators:

Diversity Indicator	% of FTEs	Coverage
People with disability	Please indicate where this information is available in your public reporting or corporate website.	<input type="radio"/> >75% of FTEs <input type="radio"/> 50-75% of FTEs <input type="radio"/> 25-50% of FTEs <input type="radio"/> <25% of FTEs
LGBTQI+	Please indicate where this information is available in your public reporting or corporate website.	<input type="radio"/> >75% of FTEs <input type="radio"/> 50-75% of FTEs <input type="radio"/> 25-50% of FTEs <input type="radio"/> <25% of FTEs
Age groups:	Please indicate where this information is available in your public reporting or corporate website.	<input type="radio"/> >75% of FTEs <input type="radio"/> 50-75% of FTEs <input type="radio"/> 25-50% of FTEs <input type="radio"/> <25% of FTEs
<30 years old	22	
30-50 years old	65	
>50 years old	13	
Other, please specify:	Please indicate where this information is available in your public reporting or corporate website.	<input type="radio"/> >75% of FTEs <input type="radio"/> 50-75% of FTEs <input type="radio"/> 25-50% of FTEs <input type="radio"/> <25% of FTEs

- No, we do not publicly disclose the breakdown of our workforce according to these minorities.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.2.5 Gender Pay Indicators

Additional credit may be granted for publicly available evidence.

Does your company monitor and disclose the results of your gender pay gap or equal pay assessment? If your company conducts both, please select the option with the highest coverage.

- We monitor and disclose the results of our equal pay analysis.
Currency:

Please provide the coverage reported on (as a % of FTEs):

- >75% of FTEs
- 50-75% of FTEs
- 25-50% of FTEs

<25% of FTEs

Employee Level	Average Women Salary	Average Men Salary
Executive level (base salary only)		
Executive level (base salary + other cash incentives)		
Management level (base salary only)		
Management level (base salary + other cash incentives)		
Non-management level (base salary only)		

- If the equal pay information (or the ratios) is publicly reported, please provide the relevant URL.
- Our equal pay assessment is third-party verified. Please provide supporting evidence:

We monitor and disclose the results of our gender pay gap analysis.

- If the gender pay gap information is publicly reported, please provide the relevant URL.

Please provide the coverage reported on (as a % of FTEs):

- >75% of FTEs
- 50-75% of FTEs
- 25-50% of FTEs
- <25% of FTEs

Indicator	Difference between men and women employees (%)
Mean gender pay gap	
Median gender pay gap	
Mean bonus gap	
Median bonus gap	

- Our gender pay gap assessment is third-party verified. Please provide supporting evidence:

- We conduct gender pay assessments but do not disclose the results. Please provide supporting qualitative evidence:
- We do not conduct gender pay assessments.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.2.6 Freedom of Association

This question requires publicly available information.

What percent of your total number of employees are represented by an independent trade union or covered by collective bargaining agreements? Please indicate where this is available in your public reporting.

Please note: employees who are eligible but are not actually covered by collective bargaining agreements should be excluded from the count.

✓	% of employees represented by an independent trade union or covered by collective bargaining agreements:	Link to public reporting
	79	

- We do not track freedom of association metrics.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 66)

3.2.7 MSA Labor Practice Indicators

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

Company References:

- No references needed

3.3 Human Rights

The questions in this criterion aim to assess whether or not companies are meeting the implementation requirements of the UN guiding principles for business and human rights.

3.3.1 Human Rights Commitment

This question requires publicly available information.

Do you have a publicly available, company-specific policy in place for your commitment to respect human rights? Please indicate where this information is available in your **public reporting** or **corporate website**.

- Yes. We have a publicly available policy for our commitments to human rights. The policy covers/contains the following:
 - A statement of commitment to respect human rights in accordance with internationally accepted standards
 - A statement of commitment to prevent/respect at least:

- human trafficking
- forced labor
- child labor
- freedom of association
- the right to collective bargaining
- equal remuneration
- discrimination
- other rights

The policy also covers the following:

- Requirements for our own operations (employees, direct activities, products or services)
 - Requirements for our suppliers
 - Requirements for our partners
- No, we do not have a human rights policy.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.3.2 Human Rights Due Diligence Process

This question requires publicly available information.

Has your company developed a due diligence process to proactively identify and assess potential impacts and risks relating to respecting human rights?

- Yes, and our process covers the following:
Please provide public supporting evidence of a risk mapping or other forms of assessment to identify areas of potential risk:

- Risk identification in our own operations
- Risk identification in our value chain or other activities related to our business
- Risk identification in new business relations (mergers, acquisitions, joint ventures...)
- We do a systematic periodic review of the risk mapping of potential issues

Please indicate the issues and vulnerable groups covered or identified in your due diligence risk identification process. Please attach public supporting evidence for all of the aspects covered.

Actual or potential human rights issues covered/identified:

Check all that apply and provide relevant evidence for each issue covered. We expect at least four issues to be covered.

- Forced labor
- Human trafficking
- Child labor
- Freedom of association

- Right to collective bargaining
- Equal remuneration
- Discrimination
- Others, please specify:
[REDACTED]

Groups at risk of human rights issues covered/identified:

Check all that apply and provide evidence for each group covered. We expect at least four groups to be covered.

- Own employees
 - Women
 - Children
 - Indigenous people
 - Migrant workers
 - Third-party employees
 - Local communities
 - Others, please specify
[REDACTED]
- We are developing a process, but we have not yet conducted any assessments. Please provide information indicating the status and expected completion date.
- No, we do not have a process.
- Not applicable. Please provide an explanation in the comment box below.
- Not known

Company References:
No references attached

3.3.3 Human Rights Assessment

Has your company conducted an assessment of potential human rights issues across your business activities in the past three years?

- Yes. We have proactively conducted an assessment of potential human rights issues in the last 3 years. Please complete the table below related to the portion of activities assessed, the portion of activities where risks have been identified, and the portion of activities with mitigation actions taken. If any of the business categories are not material to your company, select "Not relevant" and provide an explanation.
If an entity has been assessed multiple times in the last three years, it should only be counted once.
Supporting evidence:

Category	A. % of total assessed in last three years	B. % of total assessed (column A) where risks have been identified	C. % of risk (column B) with mitigation actions taken
<input type="radio"/> Own Operations (including Joint Ventures where the company has management control) Please select the basis for reporting (denominator): as a % of <input type="radio"/> FTEs <input type="radio"/> Revenues <input type="radio"/> Clients <input type="radio"/> Investment Portfolio <input type="radio"/> Sites <input type="radio"/> Products <input type="radio"/> Not relevant <input type="text"/>			
<input type="radio"/> Contractors and Tier I Suppliers (as a % of contractors or Tier I Suppliers) <input type="radio"/> Not relevant <input type="text"/>			
<input type="radio"/> Joint Ventures (including stakes above 10%) (as a % of joint ventures) <input type="radio"/> Not applicable. We do not have any joint ventures at stakes above 10%. <input type="text"/>			

- No, we have not conducted a human rights assessment in the last three years.
- Not applicable. Please provide an explanation in the comment box below.
- Not known

Company References:
No references attached

3.3.4 Human Rights Mitigation & Remediation

This question requires publicly available information.

Does your company **publicly disclose** on the following measures?

- Yes, our company publicly reports on human rights mitigation and remediation actions. The following are publicly available:
- Processes implemented to mitigate human rights risks
 - The number of sites with mitigation plans
 - The type of remediation actions taken
- No, we do not publicly report about mitigation and remediation actions
- Not applicable. Please provide an explanation in the comment box below.
- Not known

Company References:
No references attached

3.3.5 MSA Human Rights

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

Company References:

- No references needed

3.4 Human Capital Development

Human capital can make up a significant part of a company's intangible assets and for many industries, human capital development is one of the most financially material sustainability factors. Considering the drivers in technological disruption and innovation, demographic shifts, and societal developments, companies need to focus on developing their human capital and make sure that their employees have the necessary skill set needed to perform well and execute the business strategy. To address the skills gap challenge, companies must carefully consider their investments in training, upskilling and reskilling their workforce.

3.4.1 Training & Development Inputs

Additional credit may be granted for publicly available evidence.

Please fill out the following table for the related training & development data for the last fiscal year and attach supporting evidence of where this information is reported.

- ✓ Please indicate the percentage of global FTEs the data in the table below represents:
 - ✓ > 75% of all FTEs globally
 - 50-75% of all FTEs globally
 - 25-50% of all FTEs globally
 - < 25% of all FTEs globally

	FY 2021
Average hours per FTE of training and development ✓ This data is publicly available. Please provide supporting evidence or web link:	24 hours
Average amount spent per FTE on training and development. <input type="checkbox"/> This data is publicly available. Please provide supporting evidence or web link:	Currency: USD - US Dollar

DATA BREAKDOWN

We break down the data for either of the KPIs above based on the following categories. Please select any that apply and attach supporting evidence:

- Age group
- ✓ Gender
- Management level (e.g. junior/low level, middle, senior/top level management)
- Race, ethnicity, nationality, country of origin, cultural background
- Type of training
- We do not track these metrics related to employee training and development.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 37-39)
- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 37-39)

3.4.2 Employee Development Programs

Please provide two examples of employee development programs in your company that have been developed to upgrade and improve employee skills. Please fill out the fields of the table and provide supporting evidence. For further clarifications on the information asked below, please consult the information text.

✓		Program 1	Program 2
	Name & Description of the program	Educational Assistance Program	Employee Mentorship Program

	Program 1	Program 2
Description of program objective/ business benefits	DAE Capital supports continued professional development by providing financial support to employees seeking to complete further relevant qualifications	DAE Capital supports continued professional development by providing employees with a structured mentorship program from managers outside of your department to develop skills and promote continued learning and development
Quantitative impact of business benefits (monetary or non-monetary)		
% of FTEs participating in the program	14	14
Supporting Evidence		

- We do not offer any employee development program.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 38)
- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 38)

3.4.3 Human Capital Return on Investment

Please indicate the following information on a standard Human Capital Return on Investment metric, serving as a global measure of the return on your Human Capital programs.

✓	FY 2018	FY 2019	FY 2020	FY 2021
a) Total Revenue, as specified in the "Denominator" question Currency: USD - US Dollar	1436611000 Monetary Units	1421307000 Monetary Units	1300345000 Monetary Units	1238305000 Monetary Units
b) Total Operating Expenses Currency: USD - US Dollar	704764000 Monetary Units	720215000 Monetary Units	751073000 Monetary Units	800403000 Monetary Units
c) Total employee-related expenses (salaries + benefits) Currency: USD - US Dollar	50048000 Monetary Units	50871000 Monetary Units	50199000 Monetary Units	49164000 Monetary Units

	FY 2018	FY 2019	FY 2020	FY 2021
Resulting HC ROI (a - (b-c)) / c	15.6229 Monetary Units	14.78176 Monetary Units	11.94189 Monetary Units	9.90696 Monetary Units
Total Employees, as specified in the "Denominator" question.	1082	1152	1114	1032

Supporting evidence:

- We do not track any of the above metrics.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

No references attached

3.4.4 MSA Human Capital Development

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

Company References:

- **No references needed**

3.5 Talent Attraction & Retention

Successful talent attraction & retention management is a powerful enabler for companies to maintain their competitive advantage and to execute their corporate strategies. Today, the leveraging of advanced analytics on increasingly data sets on human capital and people-focused metrics can help companies identify organizational risks and opportunities and make better informed decisions to improve talent management and employee experience and measure positive impacts on business performance. Employee engagement surveys and the evaluation of metrics such as employee turnover continue to be essential tools to evaluate employee experience and measure the impact of corporate development and diversity programs. Companies having diversity and inclusion embedded in their core values and use them to guide their strategies are more profitable and more likely to achieve long-term growth. Measuring individuals' performance and providing long-term incentives and internal career mobility opportunities remain core practices to attract and retain top talent.

3.5.1 Hiring

Additional credit may be granted for publicly available evidence.

Please indicate the total number of new employee hire rates and the percentage of open positions filled by internal candidates. Please also report the average hiring cost/FTE for the last fiscal year.

Please note: The average hiring cost/FTE should specifically relate to the number of employees hired last year, not average cost for all employees.

	FY 2018	FY 2019	FY 2020	FY 2021
Total number of new employee hires <input type="checkbox"/> This data is publicly available. Please provide supporting evidence or web link:				
Percentage of open positions filled by internal candidates (internal hires) <input type="checkbox"/> This data is publicly available. Please provide supporting evidence or web link:				
Average hiring cost/FTE Currency:				

DATA BREAKDOWN

We break down the new employee hires and/or internal hires data based on the following categories. Please provide supporting evidence:

- Age group
- Gender
- Management level (e.g. junior/low level, middle, senior/top level management)
- Race, ethnicity, nationality, country of origin or cultural background
- We do not report this information
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.5.2 People Analytics

Does your company use any People Analytics (PA) in any of the following analysis? If yes, please select any practice that apply and provide a supporting evidence indicating the page number where the relevant information can be found and a comment in the reference field with a short description of how People Analytics is applied in your case.

Please note that companies are not expected to make use of PA in all the following analysis. For further clarifications, please consult the information text.

- Yes. Please select any relevant analysis that apply:
 - Measuring employee performance
 - Strategic workforce planning
 - Identifying current workforce skills gaps
 - Recruiting & hiring (e.g. evaluating recruiting channels, screening of candidates, assessing talent supply/demand)
 - Identifying flight risks to improve retention
 - Competitive intelligence
 - Organizational network analysis
- No, our company does not use People Analytics.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 38)
- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 38)

3.5.3 Strategic Workforce Planning

Does your company currently use People Analytics (PA) for your Strategic Workforce Planning (SWP)? If your company has different processes in place for different business unit, please select one that you perceive as the most strategic and it is more broadly applied within your organization.

For further clarifications, please consult the information text.

- Yes. Please describe the process in the table below and provide supporting evidence:
 - Please indicate what is the application coverage of the process described (in percentage of global FTEs):
 - > 75% of all FTEs globally
 - 50 - 75% of all FTEs globally
 - 25 - 50% of all FTEs globally
 - < 25% of all FTEs globally

Description	
Opportunity: Why does your company use PA for SWP?	
Action/process/tool used: How PA have been used?	

Description	
Outcome: What is the business impact/result of the initiative?	

- No, we do not use People Analytics for our Strategic Workforce Planning
- Not applicable. Please provide explanations in the comment box below
- Not known

Company References:
No references attached

3.5.4 Type of Individual Performance Appraisal

Please indicate the type and employee coverage of the individual performance appraisals used for individual performance-related compensation.

Supporting evidence:

<input checked="" type="radio"/> Type of performance appraisal	% of all employees
Management by objectives: systematic use of agreed measurable targets by line superior	14
Multidimensional performance appraisal (e.g. 360 degree feedback)	
Formal comparative ranking of employees within one employee category	

- We do not have any of these types of performance appraisals in place.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.5.5 Long-Term Incentives for Employees

Does your company provide long-term incentives for **employees below the senior management level**? Long-term incentive programs are programs tied to an employee's performance. The performance can be measured during one or multiple years. These incentive programs do not include employee benefits (please see the information button definitions for more information).

Please note: senior management includes employees that are at most two management levels from the CEO (or equivalent). Below senior management level refers to all employees that are more than two management levels away from the CEO. If your company uses a different definition for "below senior management level" please provide the definition in your answer.

Long-term incentives for the executive management and/or senior management are not accepted in this question.

<p><input type="radio"/> Please describe the following aspects (both): 1) the type of long-term incentive program (e.g. stock options, restricted stock units, cash incentives, etc.); 2) the type of employees below the senior management level the program applies to:</p>	<p>Our long-term incentives for employees below the senior management level are on average paid out after:</p>	<p>Please report the percentage of your workforce below senior management level (max. two levels from the CEO) that this program applies to:</p>	<p>Do the long-term incentives include targets associated with sustainability performance? Please explain in the comment box below:</p>
<p>Please provide supporting evidence:</p>	<p><input type="radio"/> 2 years <input type="radio"/> 3 years <input type="radio"/> Longer than 3 years</p>	<p>% of our employees</p>	

- No, we do not offer long-term incentive programs for employees below the senior management level.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.5.6 Employee Support Programs

This question requires publicly available information.

Does your company provide special training and/or measures to foster employees' health and well-being in the following areas? Please provide supporting evidence and indicate if this is available in the **public domain**.

- Yes, we have the following programs and policies in place:
Please provide supporting evidence:
 - Flexible working hours
 - Working-from-home arrangements
 - Part-time working options
 - Childcare facilities or contributions
 - Breast-feeding/lactation facilities or benefits
 - Paid parental leave for the primary caregiver in excess of the minimum legal requirement. Please indicate the number of paid weeks. If the minimum legal requirement is 30 weeks or more, please also tick this option and select the corresponding bracket.
 - Less than 12 weeks
 - 12 to 17 weeks
 - 18 to 29 weeks
 - 30 weeks or more
 - Paid parental leave for the non-primary caregiver in excess of the minimum legal requirement. Please indicate the number of paid weeks. If the minimum legal requirement is 4 weeks or more, please also tick this option and select the corresponding bracket.

- Less than 2 weeks
- 2 weeks
- 3 weeks
- 4 weeks or more
- Paid family or care leave beyond parental leave (care for a child, spouse, partner, dependent, parent, sibling, or other designated relation with a physical or mental health condition)
- We do not publicly report on programs or policies.
- Not applicable. Please provide an explanation in the comment box below.
- Not known

Company References:
No references attached

3.5.7 Employee Turnover Rate

Additional credit may be granted for publicly available evidence.

Please indicate your company's total and voluntary turnover rates for the last four years as a percentage of total number of employees in the table below.

<input type="radio"/>	FY 2018	FY 2019	FY 2020	FY 2021
Total employee turnover rate <input type="checkbox"/> This data is publicly available. Please provide supporting evidence:				
Voluntary employee turnover rate <input type="checkbox"/> This data is publicly available. Please provide supporting evidence:				
Data coverage (as % of all FTEs globally)				

DATA BREAKDOWN

We break down the data of the total employee turnover rate based on the following categories. Please provide supporting evidence:

- Age group
- Gender
- Management level (e.g. junior/low level, middle, senior/top level management)
- Race, ethnicity, nationality, country of origin or cultural background

- We do not report this information
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.5.8 Trend of Employee Engagement

Additional credit may be granted for publicly available evidence.

Please indicate in the following table the percentage of actively engaged employees based on your company's scaled employee engagement surveys. Please also indicate the coverage of these surveys and if this measurement can be broken down according to any of categories they are indicated below.

If your company only conducts an Employee Engagement survey every two years, please duplicate the value of the previous year in the table and provide the target for the most recent year a survey was conducted.

- Standard Method** - Please refer to the information button for a description of the methodology.

Employee engagement	Unit	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for FY 2021?
Employee engagement	% of actively engaged employees					
Data coverage	% of total employees					

PUBLIC REPORTING

- The results of our employee engagement surveys are publicly available. Please provide supporting evidence or web link.

DATA BREAKDOWN

We break down the results of our employee engagement surveys based on the following categories. Please provide supporting evidence:

- Age group
- Gender
- Management level (e.g. junior/low level, middle, senior/top level management)
- Race, ethnicity, nationality, country of origin or cultural background

SURVEY METHODOLOGY

Please provide a definition of the company's approach to measuring employee engagement:

[Redacted]

Please provide the scale or options used in the survey (e.g. 5 point scale; "actively engaged", "disengaged", "strongly agree", "agree", "don't know", "disagree", "strongly agree".)

[Redacted]

- Alternative Method** - We use another method to measure employee engagement or satisfaction. Please specify the method and attach supporting evidence.

Please describe the method:	Please describe the unit used:	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for FY 2021?
Data coverage	% of total employees					

PUBLIC REPORTING

The results of our surveys are publicly available. Please provide supporting evidence or web link.

DATA BREAKDOWN

We break down the results of our employee engagement surveys based on the following categories. Please provide supporting evidence:

- Age group
- Gender
- Management level (e.g. junior/low level, middle, senior/top level management)
- Race, ethnicity, nationality, country of origin or cultural background

- We do not track employee engagement or satisfaction.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.5.9 MSA Talent Attraction & Retention

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

Company References:

- No references needed

3.6 Corporate Citizenship & Philanthropy

In order to be a catalyst for development, corporate philanthropy programs need to be managed well. Creating value for both beneficiaries and shareholders requires companies to have a clear direction and focus for guiding their philanthropic activities as well as for measuring their effectiveness from a cost/benefit perspective. The key focus of the criterion is on how companies assess the value of their corporate citizenship and philanthropy programs and how their programs align with the UN Sustainable Development Goals.

3.6.1 Corporate Citizenship Strategy

Additional credit may be granted for publicly available evidence.

Does your company have a group-wide strategy that provides guidance to your corporate citizenship/philanthropic activities? Please indicate how this strategy aligns with your overall corporate strategy and the 17 UN Sustainable Development Goals.

Group-wide Strategy

Please specify and provide supporting documents:

[Redacted]

Priorities & KPIs

Please indicate the three main voluntary or charitable priorities as outlined in your group-wide corporate citizenship/philanthropy strategy specified above and whether the priority is publicly available. For each priority, please indicate which UN Sustainable Development Goal the priority is aligned with. Furthermore, please provide a short description of how the priority is aligned with your business drivers. In addition, please indicate which KPIs your company uses to measure the benefits of the three main priorities. The KPIs need to be measurable and you should provide quantitative results wherever possible. Please clearly describe the benefit KPIs as well as the activity in the provided text boxes.

Priorities	Description of alignment between priority and your business drivers.	Business Benefit KPI	Social / Environmental Benefit KPI
<p>Priority 1</p> <ul style="list-style-type: none"> <input type="radio"/> 1. No Poverty <input type="radio"/> 2. Zero Hunger <input type="radio"/> 3. Good Health and Well-being <input type="radio"/> 4. Quality Education <input type="radio"/> 5. Gender Equality <input type="radio"/> 6. Clean Water and Sanitation <input type="radio"/> 7. Affordable and Clean Energy <input type="radio"/> 8. Decent Work and Economic Growth <input type="radio"/> 9. Industry, Innovation and Infrastructure <input type="radio"/> 10. Reduced Inequalities <input type="radio"/> 11. Sustainable Cities and Communities <input type="radio"/> 12. Responsible Consumption and Production <input type="radio"/> 13. Climate Action <input type="radio"/> 14. Life Below Water <input type="radio"/> 15. Life on Land <input type="radio"/> 16. Peace, Justice and Strong Institutions <input type="radio"/> 17. Partnerships for the Goals <input type="radio"/> 18. Other <input type="checkbox"/> Please provide supporting evidence of the priority if available in the public domain 			

Priorities	Description of alignment between priority and your business drivers.	Business Benefit KPI	Social / Environmental Benefit KPI
<p>Priority 2</p> <ul style="list-style-type: none"> <input type="radio"/> 1. No Poverty <input type="radio"/> 2. Zero Hunger <input type="radio"/> 3. Good Health and Well-being <input type="radio"/> 4. Quality Education <input type="radio"/> 5. Gender Equality <input type="radio"/> 6. Clean Water and Sanitation <input type="radio"/> 7. Affordable and Clean Energy <input type="radio"/> 8. Decent Work and Economic Growth <input type="radio"/> 9. Industry, Innovation and Infrastructure <input type="radio"/> 10. Reduced Inequalities <input type="radio"/> 11. Sustainable Cities and Communities <input type="radio"/> 12. Responsible Consumption and Production <input type="radio"/> 13. Climate Action <input type="radio"/> 14. Life Below Water <input type="radio"/> 15. Life on Land <input type="radio"/> 16. Peace, Justice and Strong Institutions <input type="radio"/> 17. Partnerships for the Goals <input type="radio"/> 18. Other <input type="checkbox"/> Please provide supporting evidence of the priority if available in the public domain 			

Priorities	Description of alignment between priority and your business drivers.	Business Benefit KPI	Social / Environmental Benefit KPI
<p>Priority 3</p> <ul style="list-style-type: none"> <input type="radio"/> 1. No Poverty <input type="radio"/> 2. Zero Hunger <input type="radio"/> 3. Good Health and Well-being <input type="radio"/> 4. Quality Education <input type="radio"/> 5. Gender Equality <input type="radio"/> 6. Clean Water and Sanitation <input type="radio"/> 7. Affordable and Clean Energy <input type="radio"/> 8. Decent Work and Economic Growth <input type="radio"/> 9. Industry, Innovation and Infrastructure <input type="radio"/> 10. Reduced Inequalities <input type="radio"/> 11. Sustainable Cities and Communities <input type="radio"/> 12. Responsible Consumption and Production <input type="radio"/> 13. Climate Action <input type="radio"/> 14. Life Below Water <input type="radio"/> 15. Life on Land <input type="radio"/> 16. Peace, Justice and Strong Institutions <input type="radio"/> 17. Partnerships for the Goals <input type="radio"/> 18. Other <input type="checkbox"/> Please provide supporting evidence of the priority if available in the public domain 			

- We do not have a group-wide strategy for our corporate citizenship activities.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.6.2 Type of Philanthropic Activities

For the last fiscal year, please indicate on a consolidated group-wide basis what percentage of your corporate citizenship and/or philanthropic contributions falls within each category. Please refer to the information button for definitions and explanations of the categories.

✓ Category	Percentage of Total Costs
Charitable Donations	100
Community Investments	
Commercial Initiatives	
Total (must equal 100%)	100

Supporting evidence:

- We do not report our philanthropic activities according to these categories
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.6.3 Philanthropic Contributions

Additional credit may be granted for publicly available evidence.

For the last fiscal year, please estimate the total monetary value (at cost) of your company's corporate citizenship/philanthropic contributions for each of the following categories. Please note that marketing and advertising budgets should be excluded from the calculation.

- We have made following contributions in the last fiscal year.

Currency:

[Redacted]

Type of Contribution	Total amount (in local currency)
Cash contributions	
Time: employee volunteering during paid working hours	
In-kind giving: product or services donations, projects/partnerships or similar	
Management overheads	

Public Reporting

- Please provide supporting evidence only if this information is available in your **public reporting** or **corporate website**. Public reporting must be available individually for all of the aspects reported here to receive credit for public reporting. Reporting of a total or overall figure is not sufficient to receive credit for public reporting.
- We did not make any corporate citizenship/philanthropic contributions

- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.6.4 MSA Corporate Citizenship & Philanthropy

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.



Company References:

- No references needed

3.7 Occupational Health & Safety

Poor occupational health and safety (OHS) performance has a direct negative impact on labor costs through lower productivity. Moreover, it can also affect a company's reputation, impact staff morale or increase operating costs through fines and other contingent liabilities. Our key questions focus on Key Performance Indicators (KPIs) for a company's own operations, and for its suppliers and their performance against industry benchmarks. Industry-specific questions additionally focus on training, audits and transparency. Industries operating in areas where HIV/AIDS is widespread are also expected to support their employees and minimize the risks of disruption to their business activities.

3.7.1 OHS Policy

This question requires publicly available information.

Does your company have an OHS policy/ commitment?

- Yes, we have a publicly available commitment on Occupational Health and Safety and it includes the following elements:
- Is applicable to the company's entire operations/ employees as well as contractors or individuals under the company's supervision.
 - Compliance with relevant OHS international standards and regulations, voluntary programs and/or collective agreements on OHS.
 - Consultation with and participation of workers, and, where they exist, workers' representatives.
 - A commitment to continually improve the performance of the OHS management system.
 - Setting up prioritization and action plans.
 - Establishment of quantitative targets for improving OHS performance metrics.

- Endorsement of the implementation of the OHS policy. Please select the highest endorsing decision-making body:
- Board of directors
 - Executive management

- No, we do not have a public Occupational Health and Safety policy.
- Not applicable. Please provide an explanation in the comment box below.
- Not known

Company References:
No references attached

3.7.2 OHS Programs

This question requires publicly available information.

Does your company have an OHS management system?

- Yes, we have an OHS management system that covers the following elements:
Please provide public supporting evidence
- OHS risk and hazard assessments to identify what could cause harm in the workplace.
 - Prioritization and integration of action plans with quantified targets to address those risks.
 - Integration of actions to prepare for and respond to emergency situations.
 - Evaluation of progress in reducing/preventing health issues/risks against targets.
 - Internal inspections.
 - Independent external verification of health, safety and well-being; please provide the names and standards used (such as ISO 45001):
████████████████████
 - Procedures to investigate work-related injuries, ill health, diseases and incidents.
 - OHS training provided to employees and/or other relevant parties to raise awareness and reduce operational health & safety incidents.
 - OHS criteria introduced in procurement and contractual requirements.
- No such measures in place to ensure effective management of health risks/issues.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.7.3 Fatalities

Additional credit may be granted for publicly available evidence.

Please complete the following table with the number of **work-related fatalities** for employees and contractors.

✓ Fatalities	FY 2018	FY 2019	FY 2020	FY 2021
Employees <input type="checkbox"/> This data is publicly available. Please provide supporting evidence or web link:			0	0
Contractors <input type="checkbox"/> This data is publicly available. Please provide supporting evidence or web link:			0	0

THIRD-PARTY VERIFICATION

- Our data has been third-party verified in the most recent financial year reported. Please provide supporting evidence.

DATA CONSISTENCY

- We report publicly on this information, but the data in the table above differs from our publicly reported figures. Please provide an explanation in the comment box for this difference:

[Redacted comment box]

- We do not track employee and contractor fatalities.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 71)
- DAE Environmental, Social, and Governance Report for the Year Ended December 31, 2021, <https://dubaiaerospace.com/wp-content/uploads/2022/07/DAE-ESG-Report-for-the-Year-Ended-December-31-2021.pdf> (Pages: 71)

3.7.4 Lost-Time Injury Frequency Rate (LTIFR) - Employees

This question requires publicly available information.

Please provide your company's lost-time injury frequency rate for employees (per one million hours worked). For each row in the table, it is mandatory that the values provided are in the same unit. If your company's LTIFR for employees is equal to zero for one or more fiscal years, this data will only be accepted if evidence of third-party verification is provided. If you only track LTIFR on a consolidated basis, without distinguishing between employees and contractors, please use this question to report the consolidated number.

<input type="radio"/>	LTIFR	Unit	FY 2018	FY 2019	FY 2020	FY 2021
	Employees <input type="radio"/> LTIFR <input type="radio"/> LTIR	n/million hours worked				
	Data coverage (as % of employees, operations or revenues)	percentage of: <input type="radio"/> Employees <input type="radio"/> Operations <input type="radio"/> Revenues				

THIRD-PARTY VERIFICATION

Our data has been third-party verified in the most recent financial year reported. Please provide supporting evidence.

DATA CONSISTENCY

We report publicly on this information, but the data in the table above differs from our publicly reported figures. Please provide an explanation in the comment box for this difference:

[Redacted]

We have a temporary coverage reduction or target challenge due to corporate actions. Please briefly explain if a merger, acquisition, divestment, etc. has temporarily caused a reduction in your ability to report optimal coverage or caused your target to appear abnormal:

[Redacted]

We only track lost-time injury frequency rate (LTIFR) on a consolidated basis. Please provide the combined figures in the table above and mark "Not applicable" in the next question (Lost-Time Injuries Frequency Rate (LTIFR) - Contractors).

Alternative Metric

Please provide your company's Lost Workday Rate (LWR) or Days Away/Restricted or Transfer Rate (DART) for employees (per 200,000 hours worked). For each row in the table, it is mandatory that the values provided are in the same unit. If your company's LWR or DART for employees is equal to zero for one or more fiscal years, this data will only be accepted if evidence of third-party verification is provided.

Alternative Metric	Unit	FY 2018	FY 2019	FY 2020	FY 2021
Employees <input type="radio"/> Lost Workday Rate <input type="radio"/> Days Away Restricted Transfer Rate	n/200,000 hours worked				
Data coverage (as % of employees, operations or revenues)	percentage of: <input type="radio"/> Employees <input type="radio"/> Operations <input type="radio"/> Revenues				

THIRD-PARTY VERIFICATION

Our data has been third-party verified in the most recent financial year reported. Please provide supporting evidence.

DATA CONSISTENCY

We report publicly on this information, but the data in the table above differs from our publicly reported figures. Please provide an explanation in the comment box for this difference:

[Redacted]

- We have a temporary coverage reduction or target challenge due to corporate actions. Please briefly explain if a merger, acquisition, divestment, etc. has temporarily caused a reduction in your ability to report optimal coverage or caused your target to appear abnormal:
[Redacted]
- We only track DART or LWR on a consolidated basis.
Please provide the combined figures in the table above and mark "Not applicable" in the next question (Lost-Time Injuries Frequency Rate (LTIFR) - Contractors).
- We do not track any of these metrics (LTIFR, DART or LWR) for our employees.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.7.5 Lost-Time Injury Frequency Rate (LTIFR) - Contractors

Additional credit may be granted for publicly available evidence.

Please provide your company's lost-time injury frequency rate for contractors (per one million hours worked). For each row in the table, it is mandatory that the values provided are in the same unit. If your company's LTIFR for contractors is equal to zero for one or more fiscal years, this data will only be accepted if evidence of third-party verification is provided.

If you only track LTIFR on a consolidated basis, without distinguishing between employees and contractors, please mark this question as "Not applicable" and use the LTIFR - Employees question to report the consolidated number.

LTIFR	Unit	FY 2018	FY 2019	FY 2020	FY 2021
<input type="radio"/> LTIFR <input type="radio"/> LITR	n/million work hours worked				
Data coverage (as % of contractors, operations or revenues)	percentage of: <input type="radio"/> Contractors <input type="radio"/> Operations <input type="radio"/> Revenues				

PUBLIC REPORTING

- Our data is publicly available. Please provide supporting evidence or web link.

THIRD-PARTY VERIFICATION

- Our data has been third-party verified in the most recent financial year reported. Please provide supporting evidence.

DATA CONSISTENCY

- We report publicly on this information, but the data in the table above differs from our publicly reported figures. Please provide an explanation in the comment box for this difference:
[Redacted]
- We have a temporary coverage reduction or target challenge due to corporate actions. Please briefly explain if a merger, acquisition, divestment, etc. has temporarily caused a reduction in your ability to report optimal coverage or caused your target to appear abnormal:



Alternative Metric:

Please provide your company's Lost Workday Rate (LWR) or Days Away/Restricted or Transfer Rate (DART) for contractors (per 200,000 hours worked). For each row in the table, it is mandatory that the values provided are in the same unit. If your company's LWR or DART for contractors is equal to zero for one or more fiscal years, this data will only be accepted if evidence of third-party verification is provided.

Alternative Metric	Unit	FY 2018	FY 2019	FY 2020	FY 2021
Contractors <input type="radio"/> Lost Workday Rate <input type="radio"/> Days Away Restricted Transfer Rate	n/200,000 hours worked				
Data coverage (as % of employees, operations or revenues)	percentage of: <input type="radio"/> Contractors <input type="radio"/> Operations <input type="radio"/> Revenues				

PUBLIC REPORTING

Our data is publicly available. Please provide supporting evidence or web link.

THIRD-PARTY VERIFICATION

Our data has been third-party verified in the most recent financial year reported. Please provide supporting evidence.

DATA CONSISTENCY

We report publicly on this information, but the data in the table above differs from our publicly reported figures. Please provide an explanation in the comment box for this difference:



We have a temporary coverage reduction or target challenge due to corporate actions. Please briefly explain if a merger, acquisition, divestment, etc. has temporarily caused a reduction in your ability to report optimal coverage or caused your target to appear abnormal:



We do not track any of these metrics (LTIFR, DART or LWR) for our contractors.

Not applicable. Please provide explanations in the comment box below.

Not known

Company References:
No references attached

3.7.6 MSA Occupational Health & Safety

In this section we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.



Company References:

- No references needed

3.8 Customer Relationship Management

Strong relationships with customers lead to increased customer loyalty. Harvard Business School research revealed that a 5% increase in retention can result in a profit increase of up to 75%, depending on the industry. The value of retaining customers makes perfect business sense when one considers that a consumer retained for life is more cost effective, requires less service, provides more business and contributes to new customer acquisition by offering positive referrals. Additionally, customer relationship management tools provide important data which allows the company to target relevant customer groups, develop specific products, and ensure that it has all relevant information to strengthen customer relationships. Online presence and channels have reshaped customer relationships: companies need to be present on several platforms to reach out to customers, and for some sectors today it is strategic development to develop strong online capabilities. In some industries, customer data privacy and safety risks have emerged and companies need to ensure strong policies to avoid increasing costs of breaches and negative reputational impact. The key focus of the criterion is on the tools a company has implemented or is using to manage customers, online strategy, sales and distribution channels, customer satisfaction and customer protection.

3.8.1 Online Strategies & Customers Online

Please provide information regarding the use of your online services by customers and revenues derived from online services.

Please note that if your company earned more than 95% of its revenues online in the previous fiscal year this question should be marked as 'Not applicable' and an explanation should be provided in the comment box.

- We are able to provide information regarding the use of our online services by customers and revenues derived from online services.

Online customers

Please indicate how many of your customers are actively using your electronic services solutions as percentage of all customers.

Supporting evidence:

	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for 2021?
% of total customers using your online services solutions/sales platform					

Online revenues

Please indicate how much of your revenues are generated online/from e-commerce. If your company does not generate any revenues from online activities, please select "We do not generate sales/revenues from online activities. Please explain."

- We generate revenues online/from e-commerce.
Supporting evidence:

	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for 2021?
% of revenues generated online (e.g. through direct sales, advertising, etc.)					

We do not generate sales/revenues from online activities. Please explain:
Dubai Aerospace Enterprise (DAE) Ltd is an aviation services company who provides aircraft leasing and airframe MRO services to customers, neither of which are online revenues.

- We do not track the number of customers using our online services or the percentage of revenues generated from online activities.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.8.2 Customer Satisfaction Measurement

Additional credit may be granted for publicly available evidence.

Does your company monitor and set quantitative targets to improve satisfaction and are targets and results communicated externally? Please attach documents and indicate the coverage for the data provided. Please refer to the information button for additional clarifications. For each row in the table, it is mandatory that the values provided are in the same unit.

- We measure satisfaction with the unit "% of satisfied respondents out of total number of respondents to the survey." Please attach supporting evidence.
 - Please tick this option if your supporting evidence is available in the public domain

Satisfaction Measurement	Unit	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for FY 2021?
Satisfied respondents	% of satisfied respondents out of total number of respondents to the survey					

Satisfaction Measurement	Unit	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for FY 2021 ?
Data coverage: % of customers/ consumers surveyed (both respondents and non-respondents) out of total number of customers/ consumers, % of revenues, etc..	percentage of					

- We use another approach or unit to measure satisfaction. Please specify and attach supporting evidence.
 - Please tick this option if your supporting evidence is available in the public domain.

Satisfaction Measurement	Unit	FY 2018	FY 2019	FY 2020	FY 2021	What was your target for FY 2021 ?
Please specify approach used	Please specify unit					
Data coverage: % of customers/ consumers surveyed (both respondents and non-respondents) out of total customers/ consumers, % of revenues, etc..	percentage of					

- Satisfaction is not monitored.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.8.3 Quality Management & Audits of Distribution Networks

Does your company have a Quality Management System to ensure that external product/service distribution networks comply with defined customer service quality standards? Please provide explanations and attach supporting evidence where required.

Exposure

Does your company use an external network of distributors to market **at least 30%** of its products? If **"No"** is selected, none of the remaining sections of the question require answering and the question will be set to **"not applicable."**

No

Yes. Please answer the following questions.

Quality Management System

Does your company have a Quality Management System to ensure that **external** product/service distribution networks comply with your defined customer service quality standards?

Yes, we have a Quality Management System specifically designed for our external distribution network or we apply the same quality management system to all our distributors. Please provide supporting evidence.

Please indicate which measures your company uses to implement your Quality Management System, and the percentage of distributors (whether exclusive distributors or non-exclusive distributors) affected by each measure in the last fiscal year. Please provide supporting evidence below.

Written customer service quality standards documentation, updated regularly. Please indicate the percentage of distributors that received updated documentation in the last fiscal year:

██████████

Regular customer service quality management workshops at regional/national/corporate level. Please indicate the percentage of distributors that participated in a quality management workshop in the last fiscal year:

██████████

Formal training programs for distributors. Please indicate the percentage of distributors that participated in formal quality management training programs in the last fiscal year:

██████████

No, we do not have a Quality Management System in place designed for external distributors.

Audits

Please specify the percentage of your external distributors that have been audited in any of the following ways in the last fiscal year:

Regular internal audits of product/service distribution network (%):

██████████

Regular external audits, based on company-defined Quality Management System (%):

██████████

Regular external audits, based on ISO9000 series or other generally accepted Quality Management Systems (%):

██████████

We do not have a Quality Management System in place for our distribution networks or have any of these measures in place.

Not applicable. Please provide explanations in the comment box below.

Not known

Company References:

No references attached

3.8.4 Incentives for Distribution Networks

Does your company incentivize the majority of its external distributors through rebates or other discounting policies? **If your company does not use a network of external distributors for at least 30% of its products, please mark not applicable and explain in the comment box.**

- Yes, we use rebate or discounting policies with the majority of our distributors. Please describe the main aspects of your rebate or other discounting policies and provide supporting evidence:
[REDACTED]
- No, we do not use rebate or discounting policies as the main way of incentivizing our distributors. Please indicate which alternative approach(es) you use and provide supporting evidence:
[REDACTED]
- No, we do not incentivize our external distributors through rebates or other discounting policies.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.8.5 MSA Customer Relationship Management

In this section, we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the responsible analyst of your industry. No additional information is required from your company.

[REDACTED]

Company References:
• No references needed

3.9 Privacy Protection

Networked data and globalised corporate activities require careful handling. Insufficient database and network protection, unclear management of personal information and vague database access rules could expose companies to large risks in case of personal data leakage and misuse, or unauthorized access. For companies to avoid legal costs, reputational risk, and exclusion from certain activities, a company-wide privacy policy is paramount. Our questions focus on the coverage of the company's privacy policy and the mechanism in place to ensure the policy's effective implementation.

3.9.1 Privacy Policy: Systems/ Procedures

Additional credit may be granted for publicly available evidence.

What mechanisms are in place to ensure effective implementation of your company's privacy policy? Please attach supporting documents for each option. If available, specify where this information can be found in your public reporting or corporate website.

- We have the following mechanisms in place:
 - Privacy policy applies to the entire operations, including suppliers
[REDACTED]
 - Designated person or department responsible for privacy issues
Associate General Counsel.
 - Privacy policy system embedded in group-wide risk/compliance management
[REDACTED]
 - Disciplinary actions in case of breach (i.e. zero tolerance policy)
[REDACTED]
 - Audit of privacy policy compliance
[REDACTED]
 - We conduct third-party audits of the privacy policy compliance.
 - We conduct internal audits of the privacy policy compliance.
- No such mechanisms/systems are in place.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:

- Data Protection Policy, DAE Data Protection Privacy Policy - Feb 2021.pdf (Pages: All)

3.9.2 Customer Privacy Information

This question requires publicly available information.

Does your company inform customers on the following privacy protection issues? Please provide publicly available evidence.

- Yes, we inform customers on the following privacy protection issues:
 - Nature of information captured
 - Use of the collected information
 - Possibility for customers to decide how private data is collected, used, retained and processed
 - Opt-out option is available
 - Opt-in consent is required
 - Request access to data held by the company
 - Request their data be transferred to other service providers
 - Request their data be corrected
 - Request their data be deleted

- How long the information is kept on corporate files
- How the information is protected
- Third-party disclosure policy (private and public entities)
- We monitor the percentage of users whose customer data is used for secondary purposes. Please indicate the percentage of customers whose data is used for secondary purposes and provide publicly available evidence.
[REDACTED]

- We do not provide any information on privacy protection to our customers or on the use of customer data for secondary purposes to our customers.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.9.3 Breaches of Customer Privacy: Complaints

Additional credit may be granted for publicly available evidence.

Please indicate the total number of substantiated complaints received concerning breaches of customer privacy in the last financial year, categorized into complaints received from regulatory bodies and those from other outside parties.

- We track the number of substantiated complaints.
Number of complaints received from outside parties and substantiated by the organization in FY 2021:

[REDACTED]

Number of complaints from regulatory bodies in FY 2021:

[REDACTED]

Please indicate if the number of substantiated complaints concerning customer privacy is publicly disclosed, including breakdown of figures (by the source of the complaint, e.g. complaints from regulatory bodies, third-parties, etc.). Please attach supporting evidence and / or indicate corporate web address.

- We do not track the number of substantiated complaints.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

3.9.4 MSA Privacy Protection

In this section, we include a performance score on the Corporate Sustainability Monitoring with the objective of verifying the company's involvement and management of crisis situations that can have a damaging effect on reputation. The evaluation will be filled in by the analyst responsible for your industry. No additional information is required from your company.

[REDACTED]

Company References:

- No references needed

4 Future Questions (Optional)

In this section, questions on new, developing sustainability topics are asked with the intention of adding them to future revisions of the Corporate Sustainability Assessment. **Questions asked in this section will not contribute to the Total Sustainability Score in the specific year they are asked. We may choose to ask these questions in the same or modified format in future years, and add them to the standard part of the questionnaire, in which case they will contribute to the Total Sustainability Score in that year.**

We encourage companies to complete the questions in this section in order to allow us to perform data analysis on the results to inform future revisions of the questions and scoring schemes, as well as to provide companies the opportunity to engage with us on these topics.

4.1 Impact Valuation

The purpose of this criterion is to identify companies that value the impacts of their main environmental and social externalities. Externalities are costs (negative externalities) or benefits (positive externalities) which are not reflected in free market prices and affect society and the environment. While companies have made significant progress in tracking and reporting inputs and outputs measures (such as water use and CO2 emissions) the social and environmental impacts resulting from operations, products or services are significantly under-reported.

By measuring their externalized impacts companies not only increase their awareness on their positive contributions to society but also are better equipped to identify their key negative externalized impacts and anticipate regulatory changes and financial risks. Beyond the risk management dimension, impact valuation represents a management tool to orient the company strategy towards sustainable activities, solutions and sourcing. Investors are also interested in how companies measure and understand company impacts, and more importantly, how they use this information in their internal decision making so that it leads to long-term value creation. In order to achieve this, investors need decision-friendly information converting disparate units of output into consistent and comparable information in order to evaluate:

- The influence of the social and environmental externalities on business value drivers (growth, profitability and risk)
- Financial and extra-financial information alongside each other
- Companies' competitive advantage

4.1.1 Impact Valuation

Additional credit may be granted for publicly available evidence.

Does your company value the positive/negative social or environmental externalized impacts of its business operations, products and services?

Please provide supporting evidence and note that community investments and philanthropic initiatives are not accepted in this question.

- Yes, we value our environmental/social external impacts quantitatively or we convert them into monetary values.

Impact	Input metric or description of business activity	Output	External Impact	Documentation
	<p>What resources have been used for your business activities? Which of your company's business activities have a social or environmental result?</p>	<p>What is the environmental and/ or social direct result of your business activity?</p>	<p>What is the impact of your business activity on society and on the environment?</p>	<p>Please provide the following documentation and indicate if this information is available in your public reporting or corporate website.</p>
	<p>1. Please select 'Operations' or 'Products / services' from the dropdown menu. 2. Please describe the input metric or provide description of the business activity.</p>	<p>1. Please select 'Environmental', 'Social' or 'Environmental & Social' from the dropdown menu. 2. Please describe the direct environmental and/ or social results of the business activity and the metric used to measure these outputs. 3. Please specify the quantitative value of the metric being used.</p>	<p>1. Please select the corresponding impact valuation technique. 2. Please provide a description of the impact of the business activity on the lives of targeted individuals / populations or on society at large, or on the environment and the metric / approach used to measure these impacts. 3. Please specify the quantitative value of the metric being used.</p>	<p>1. Evidence that the impact valuation assessment has been conducted. 2. Evidence of the methodology adopted for the calculation of your environmental or social external impact.</p>
<p>Impact 1</p>	<p>1. <input type="radio"/> Operations <input type="radio"/> Products / Services 2.</p>	<p>1. <input type="radio"/> Environmental <input type="radio"/> Social <input type="radio"/> Environmental & Social 2. 3.</p>	<p>1. <input type="radio"/> Quantification <input type="radio"/> Monetary 2. 3.</p>	

Impact	Input metric or description of business activity	Output	External Impact	Documentation
Impact 2	1. <input type="radio"/> Operations <input type="radio"/> Products / Services 2.	1. <input type="radio"/> Environmental <input type="radio"/> Social <input type="radio"/> Environmental & Social 2. 3.	1. <input type="radio"/> Quantification <input type="radio"/> Monetary 2. 3.	

- No, we do not value the impacts of our environmental / social externalities.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

4.2 Sustainable Activities

4.2.1 Alignment with EU Taxonomy for sustainable activities - Revenues

Please provide the following information on the alignment of your company’s revenues with the EU Taxonomy for sustainable activities. Information on Trucost Business Activities has been pre-filled using the data from the question Company Information – Denominator - Business Activities.

- We have mapped our revenues to the EU Taxonomy economic activities.

Supporting evidence:

Trucost Business Activity	Link to environmental objective	% of total revenues from business activity in FY 2021 that is mapped to the EU Taxonomy economic activities	% of total revenues from business activity in FY 2021 aligned with technical screening criteria (SC) of the EU Taxonomy	% of total revenues from business activity in FY 2021 aligned with SC and do no significant harm (DNSH) criteria	% of total revenues from business activity in FY 2021 aligned with SC, DNSH and social safeguards	Comments
Business Activity 1:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					

Trucost Business Activity	Link to environmental objective	% of total revenues from business activity in FY 2021 that is mapped to the EU Taxonomy economic activities	% of total revenues from business activity in FY 2021 aligned with technical screening criteria (SC) of the EU Taxonomy	% of total revenues from business activity in FY 2021 aligned with SC and do no significant harm (DNSH) criteria	% of total revenues from business activity in FY 2021 aligned with SC, DNSH and social safeguards	Comments
Business Activity 2:	<ul style="list-style-type: none"> <input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation 					
Business Activity 3:	<ul style="list-style-type: none"> <input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation 					
Business Activity 4:	<ul style="list-style-type: none"> <input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation 					
Business Activity 5:	<ul style="list-style-type: none"> <input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation 					
Business Activity 6:	<ul style="list-style-type: none"> <input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation 					
Business Activity 7:	<ul style="list-style-type: none"> <input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation 					

Trucost Business Activity	Link to environmental objective	% of total revenues from business activity in FY 2021 that is mapped to the EU Taxonomy economic activities	% of total revenues from business activity in FY 2021 aligned with technical screening criteria (SC) of the EU Taxonomy	% of total revenues from business activity in FY 2021 aligned with SC and do no significant harm (DNSH) criteria	% of total revenues from business activity in FY 2021 aligned with SC, DNSH and social safeguards	Comments
Business Activity 8:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 9:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 10:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 11:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 12:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 13:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					

Trucost Business Activity	Link to environmental objective	% of total revenues from business activity in FY 2021 that is mapped to the EU Taxonomy economic activities	% of total revenues from business activity in FY 2021 aligned with technical screening criteria (SC) of the EU Taxonomy	% of total revenues from business activity in FY 2021 aligned with SC and do no significant harm (DNSH) criteria	% of total revenues from business activity in FY 2021 aligned with SC, DNSH and social safeguards	Comments
Business Activity 14:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 15:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					

The mapping of our revenues provided in the table above is based on:

- Initial assessment
- Internal analysis based on a review of company product portfolio and respective screening criteria
- Analysis that has been externally verified. Please attached supporting evidence:
- Other
- We have not mapped our revenues to the EU Taxonomy economic activities.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

4.2.2 Alignment with EU Taxonomy for sustainable activities - Capital Expenditure

Please provide the following information on the alignment of your company’s capital expenditure (capex) with the EU Taxonomy for sustainable activities. Information on Trucost Business Activities has been pre-filled using the data from the question Company Information – Denominator - Business Activities.

- We have mapped our capital expenditure (capex) to the EU Taxonomy economic activities.
Supporting evidence:

Trucost Business Activity	Link to environmental objective	% of total capex from business activity in FY 2021 that is mapped to the EU Taxonomy economic activities	% of total capex from business activity in FY 2021 aligned with screening criteria (SC) of the EU taxonomy	% of total capex from business activity in FY 2021 aligned with SC and do no significant harm (DNSH) criteria	% of total capex from business activity in FY 2021 aligned with SC, DNSH and social safeguards	Comments
Business Activity 1:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 2:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 3:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 4:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 5:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 6:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					

Trucost Business Activity	Link to environmental objective	% of total capex from business activity in FY 2021 that is mapped to the EU Taxonomy economic activities	% of total capex from business activity in FY 2021 aligned with screening criteria (SC) of the EU taxonomy	% of total capex from business activity in FY 2021 aligned with SC and do no significant harm (DNSH) criteria	% of total capex from business activity in FY 2021 aligned with SC, DNSH and social safeguards	Comments
Business Activity 7:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 8:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 9:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 10:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 11:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 12:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					

Trucost Business Activity	Link to environmental objective	% of total capex from business activity in FY 2021 that is mapped to the EU Taxonomy economic activities	% of total capex from business activity in FY 2021 aligned with screening criteria (SC) of the EU taxonomy	% of total capex from business activity in FY 2021 aligned with SC and do no significant harm (DNSH) criteria	% of total capex from business activity in FY 2021 aligned with SC, DNSH and social safeguards	Comments
Business Activity 13:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 14:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 15:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					

The mapping of our capital expenditure provided in the table above is based on:

- Initial assessment
- Internal analysis based on a review of company product portfolio and respective screening criteria
- Analysis that has been externally verified. Please attached supporting evidence:
- Other

- We have not mapped our capital expenditure to the EU Taxonomy economic activities.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

4.2.3 Alignment with EU Taxonomy for sustainable activities - Operating Expenditure

Please provide the following information on the alignment of your company’s operating expenditure (opex) with the EU Taxonomy for sustainable activities. Information on Trucost Business Activities has been pre-filled using the data from the question Company Information – Denominator - Business Activities.

- We have mapped our operating expenditure (opex) to the EU Taxonomy economic activities.
Supporting evidence:

Trucost Business Activity	Link to environmental objective	% of total opex from business activity in FY 2021 that is mapped to the EU Taxonomy economic activities	% of total opex from business activity in FY 2021 aligned with screening criteria (SC) of the EU Taxonomy	% of total opex from business activity in FY 2021 aligned with SC and do no significant harm (DNSH) criteria	% of total opex from business activity in FY 2021 aligned with SC, DNSH and social safeguards	Comments
Business Activity 1:	<ul style="list-style-type: none"> ○ Climate Change Mitigation ○ Climate Change Adaptation 					
Business Activity 2:	<ul style="list-style-type: none"> ○ Climate Change Mitigation ○ Climate Change Adaptation 					
Business Activity 3:	<ul style="list-style-type: none"> ○ Climate Change Mitigation ○ Climate Change Adaptation 					
Business Activity 4:	<ul style="list-style-type: none"> ○ Climate Change Mitigation ○ Climate Change Adaptation 					
Business Activity 5:	<ul style="list-style-type: none"> ○ Climate Change Mitigation ○ Climate Change Adaptation 					
Business Activity 6:	<ul style="list-style-type: none"> ○ Climate Change Mitigation ○ Climate Change Adaptation 					

Trucost Business Activity	Link to environmental objective	% of total opex from business activity in FY 2021 that is mapped to the EU Taxonomy economic activities	% of total opex from business activity in FY 2021 aligned with screening criteria (SC) of the EU Taxonomy	% of total opex from business activity in FY 2021 aligned with SC and do no significant harm (DNSH) criteria	% of total opex from business activity in FY 2021 aligned with SC, DNSH and social safeguards	Comments
Business Activity 7:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 8:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 9:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 10:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 11:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 12:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					

Trucost Business Activity	Link to environmental objective	% of total opex from business activity in FY 2021 that is mapped to the EU Taxonomy economic activities	% of total opex from business activity in FY 2021 aligned with screening criteria (SC) of the EU Taxonomy	% of total opex from business activity in FY 2021 aligned with SC and do no significant harm (DNSH) criteria	% of total opex from business activity in FY 2021 aligned with SC, DNSH and social safeguards	Comments
Business Activity 13:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 14:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					
Business Activity 15:	<input type="radio"/> Climate Change Mitigation <input type="radio"/> Climate Change Adaptation					

The mapping of our operating expenditure provided in the table above is based on:

- Initial assessment
- Internal analysis based on a review of company product portfolio and respective screening criteria
- Analysis that has been externally verified. Please provide supporting evidence:
- Other

- We have not mapped our operating expenditure to the EU taxonomy economic activities.
- Not applicable. Please provide explanations in the comment box below.
- Not known

Company References:
No references attached

5 Feedback Survey: Your input is welcome

Your feedback is a crucial component for the further development of the Corporate Sustainability Assessment. We very much value your honest and direct feedback and input on CSA improvement ideas.

Thank you for taking the time to provide your valuable feedback.

This feedback section is not used in the assessment or scoring of your company, is not mandatory and is strictly confidential.

Please note that this feedback survey section will also appear in the PDF version of the questionnaire.

5.1 Overall Impression

How likely is it that you would recommend the CSA to a peer or colleague?

- 10 - Extremely Likely
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1
- 0 - Not at all

What motivates you/your company to participate in our Corporate Sustainability Assessment? Your answers enable us to do our best for you to get the most value out of your participation. We kindly ask you to rank the following reasons in order of importance to your company (1 = most important motivation, 6 = least important motivation) and to specify why each driver is important to you.

Rank of importance (1= most important, 6= least important)	Motivation to participate	Please specify why this driver is important to your company:
1.	<ul style="list-style-type: none"> <input type="radio"/> Increase visibility with sustainability focused investors <input type="radio"/> Enhance reputation with internal and external stakeholders (other than investors) <input type="radio"/> Learn from the CSA results and help prioritize sustainability initiatives (e.g. benchmarking, identify gaps and improvements areas) <input type="radio"/> Use as internal management tool (e.g. to set KPIs) <input type="radio"/> Push the sustainability agenda internally and encourage interaction between company divisions <input type="radio"/> Other, please specify 	

Rank of importance (1= most important, 6= least important)	Motivation to participate	Please specify why this driver is important to your company:
2.	<ul style="list-style-type: none"> <input type="radio"/> Increase visibility with sustainability focused investors <input type="radio"/> Enhance reputation with internal and external stakeholders (other than investors) <input type="radio"/> Learn from the CSA results and help prioritize sustainability initiatives (e.g. benchmarking, identify gaps and improvements areas) <input type="radio"/> Use as internal management tool (e.g. to set KPIs) <input type="radio"/> Push the sustainability agenda internally and encourage interaction between company divisions <input type="radio"/> Other, please specify 	
3.	<ul style="list-style-type: none"> <input type="radio"/> Increase visibility with sustainability focused investors <input type="radio"/> Enhance reputation with internal and external stakeholders (other than investors) <input type="radio"/> Learn from the CSA results and help prioritize sustainability initiatives (e.g. benchmarking, identify gaps and improvements areas) <input type="radio"/> Use as internal management tool (e.g. to set KPIs) <input type="radio"/> Push the sustainability agenda internally and encourage interaction between company divisions <input type="radio"/> Other, please specify 	

Rank of importance (1= most important, 6= least important)	Motivation to participate	Please specify why this driver is important to your company:
4.	<ul style="list-style-type: none"> <input type="radio"/> Increase visibility with sustainability focused investors <input type="radio"/> Enhance reputation with internal and external stakeholders (other than investors) <input type="radio"/> Learn from the CSA results and help prioritize sustainability initiatives (e.g. benchmarking, identify gaps and improvements areas) <input type="radio"/> Use as internal management tool (e.g. to set KPIs) <input type="radio"/> Push the sustainability agenda internally and encourage interaction between company divisions <input type="radio"/> Other, please specify 	
5.	<ul style="list-style-type: none"> <input type="radio"/> Increase visibility with sustainability focused investors <input type="radio"/> Enhance reputation with internal and external stakeholders (other than investors) <input type="radio"/> Learn from the CSA results and help prioritize sustainability initiatives (e.g. benchmarking, identify gaps and improvements areas) <input type="radio"/> Use as internal management tool (e.g. to set KPIs) <input type="radio"/> Push the sustainability agenda internally and encourage interaction between company divisions <input type="radio"/> Other, please specify 	

Rank of importance (1= most important, 6= least important)	Motivation to participate	Please specify why this driver is important to your company:
6.	<input type="radio"/> Increase visibility with sustainability focused investors <input type="radio"/> Enhance reputation with internal and external stakeholders (other than investors) <input type="radio"/> Learn from the CSA results and help prioritize sustainability initiatives (e.g. benchmarking, identify gaps and improvements areas) <input type="radio"/> Use as internal management tool (e.g. to set KPIs) <input type="radio"/> Push the sustainability agenda internally and encourage interaction between company divisions <input type="radio"/> Other, please specify	

Do you believe that the current CSA ranking is a fair representation of the Corporate Sustainability Performance in your peer group?

- 6 = The ranking completely reflects the sustainability performance of the peer group
- 5
- 4
- 3
- 2
- 1 = The ranking does not at all reflect the sustainability performance of the peer group

Company References:

- No references needed

5.2 Methodology Development Input

The ongoing development of our questionnaire benefits a lot from your input. Your answers in this section help us to improve our focus and update the areas that are most important to companies.

Which topics within the questionnaire do you think are **in most need of improvement**? Please choose the three most important topics in the drop down lists below. If you choose 'Other', please specify which topic within the questionnaire you find most material in the text box.

1st priority improvement topic

- Antitrust Policy
- Biodiversity
- Climate Strategy
- Codes of Conduct/Compliance/Corruption&Bribery

- Corporate Citizenship and Philanthropy
- Corporate Governance
- Customer Relationship Management
- Environmental Policy/Management System
- Environmental Reporting
- Human Capital Development
- Innovation Management
- Labor Practice Indicators and Human Rights
- Occupational Health and Safety
- Operational Eco-Efficiency
- Product Stewardship
- Risk & Crisis Management
- Social Reporting
- Stakeholder Engagement
- Strategy for Emerging Markets
- Supply Chain Management
- Talent Attraction & Retention
- Tax Strategy
- Other, please specify

Please specify:

2nd priority improvement topic

- Antitrust Policy
- Biodiversity
- Climate Strategy
- Codes of Conduct/Compliance/Corruption&Bribery
- Corporate Citizenship and Philanthropy
- Corporate Governance
- Customer Relationship Management
- Environmental Policy/Management System
- Environmental Reporting
- Human Capital Development
- Innovation Management
- Labor Practice Indicators and Human Rights
- Occupational Health and Safety
- Operational Eco-Efficiency
- Product Stewardship
- Risk & Crisis Management
- Social Reporting
- Stakeholder Engagement

- Strategy for Emerging Markets
- Supply Chain Management
- Talent Attraction & Retention
- Tax Strategy
- Other, please specify

Please specify:

[Redacted]

3rd priority improvement topic

- Antitrust Policy
- Biodiversity
- Climate Strategy
- Codes of Conduct/Compliance/Corruption&Bribery
- Corporate Citizenship and Philanthropy
- Corporate Governance
- Customer Relationship Management
- Environmental Policy/Management System
- Environmental Reporting
- Human Capital Development
- Innovation Management
- Labor Practice Indicators and Human Rights
- Occupational Health and Safety
- Operational Eco-Efficiency
- Product Stewardship
- Risk & Crisis Management
- Social Reporting
- Stakeholder Engagement
- Strategy for Emerging Markets
- Supply Chain Management
- Talent Attraction & Retention
- Tax Strategy
- Other, please specify

Please specify:

[Redacted]

Is there any topic material to your company which has not been addressed in the CSA?

[Redacted]

Company References:

- No references needed

5.3 Platform Development Input

The functionality of the CSA platform is constantly evolving. We want to develop the features that are the most important to participating companies. Your input and ideas help us to prioritize our development pipeline. Please rank (1= most important, 6= least important) the platform components provided in the drop down menu below which you would most like to see further developed. Choose “other” if you would like to suggest a new feature for an element not included in the list.

Rank of importance (1= most important, 6= least important)	Platform feature	Please describe what functionality you would benefit from
1.	<input type="radio"/> Questionnaire layout <input type="radio"/> Document management <input type="radio"/> User management <input type="radio"/> PDF export <input type="radio"/> “Benchmarking” and/or “Leading Practices” tabs <input type="radio"/> Other, please specify	
2.	<input type="radio"/> Questionnaire layout <input type="radio"/> Document management <input type="radio"/> User management <input type="radio"/> PDF export <input type="radio"/> “Benchmarking” and/or “Leading Practices” tabs <input type="radio"/> Other, please specify	
3.	<input type="radio"/> Questionnaire layout <input type="radio"/> Document management <input type="radio"/> User management <input type="radio"/> PDF export <input type="radio"/> “Benchmarking” and/or “Leading Practices” tabs <input type="radio"/> Other, please specify	
4.	<input type="radio"/> Questionnaire layout <input type="radio"/> Document management <input type="radio"/> User management <input type="radio"/> PDF export <input type="radio"/> “Benchmarking” and/or “Leading Practices” tabs <input type="radio"/> Other, please specify	

Rank of importance (1= most important, 6= least important)	Platform feature	Please describe what functionality you would benefit from
5.	<input type="radio"/> Questionnaire layout <input type="radio"/> Document management <input type="radio"/> User management <input type="radio"/> PDF export <input type="radio"/> "Benchmarking" and/or "Leading Practices" tabs <input type="radio"/> Other, please specify	
6.	<input type="radio"/> Questionnaire layout <input type="radio"/> Document management <input type="radio"/> User management <input type="radio"/> PDF export <input type="radio"/> "Benchmarking" and/or "Leading Practices" tabs <input type="radio"/> Other, please specify	

Company References:

- No references needed

5.4 CSA and Investor Relations

Do you use the information collected through the CSA in your discussion with investors and analysts?

- Yes
 No

Do you pro-actively refer to your S&P Global ESG Scores in your discussion with investors and analysts?

- Yes
 No

Do investors/analysts inquire about your S&P Global ESG Scores?

- Always
 Often
 Sometimes
 Never

Interest by investors/analyst in the CSA and related scores increased compared to last year

- Strongly Agree
 Somewhat Agree
 Somewhat Disagree
 Strongly Disagree

Company References:

- No references needed

5.5 Link to Performance Based Compensation and Sustainability Investments

DJSI Performance link to compensation

Is your company's DJSI performance linked to executive or top management compensation?

- Yes
 No

Is your company's DJSI performance linked to your compensation or the compensation of your team?

- Yes
 No

Sustainability option in employee retirement plan

If corporate sustainability is deemed to be beneficial for a company's long term success, integrating sustainability considerations within investment decisions is the next logical step. Does your employee retirement plan offer a sustainability option?

- Yes
 No

Company References:

- No references needed

5.6 Reporting Process

How many employees used the online assessment interface this year? We offer an option to limit access to certain sections of the questionnaire and would like to understand if companies use this option to provide access or if different persons log in under the same login.

Please indicate the number of employees who actively logged into your company's account to enter information.

██████████

How many employees were involved in collecting the data requested in the questionnaire? Please indicate the total number of employees involved in the data collection process related to filling out the CSA. It should not include employees who collected data for which the primary purpose was not the questionnaire. For example, site managers who collected environmental data for other corporate reporting purposes.

██████████

How many hours (i.e. total amount of time spent in hours) do you estimate were necessary to fill out the questionnaire this year?

██████████

Do you believe that the effort needed to fill out the questionnaire has increased or decreased compared to last year?

- 1
 2
 3
 4

5

6

Please select a value from the dropdown list

1 = Effort increased significantly

6 = Effort decreased significantly

Were the questions and help texts easy to understand and did they provide useful support when filling out the questionnaire?

1

2

3

4

5

6

Please select a value from the dropdown list

1 = Very difficult to understand and not useful

6 = Very easy to understand and very useful

Company References:

- No references needed

5.7 Other Feedback

Please provide any other feedback that you might have related to the content of the questionnaire or the assessment process in the text box below.

Company References:

- No references needed